SELF-ACTUALIZATION AND MARITAL ADJUSTMENT IN MARRIED DUAL-CAREER COUPLES

By

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To Sally

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The purpose of this study was to investigate levels of self-actualization in dual-career marriages. A secondary purpose was to investigate the relationship between self-actualization levels and marital adjustment in dual-career marriage. The following research questions were investigated: (1) What are the levels of self-actualization of men versus women as measured by the Personal Orientation Inventory (POI)? (2) What is the relationship between levels of self-actualization as measured by the POI and marital adjustment as measured by the Dyadic Adjustment Scale (DAS)? (3) What are the relationships among high, medium, and low "pair-total" self-actualization scores and marital adjustment for dual-career couples? (4) What is the relationship between couple disparity of self-actualization as measured by the POI (defined as the difference in

husband and wife POI score) and the marital adjustment of each couple? (5) What are the relationships among demographic data, and Time Competence and Inner Directed Support POI scales, and marital adjustment?

The sample consisted of 50 Ph.D., Ed.D., M.D., and J.D. women graduates of the University of Florida and their husbands. A demographic questionnaire, the DAS, and the POI were used to gather the data. Fifty couples (100 individuals) representing 62 percent of those who agreed to participate in an initial mailing, comprised the sample group.

The results were as follows: (1) No significant differences were found in husbands' versus wives' levels of self-actualization on the POI. (2) Several significant correlations were found between POI and DAS for all 100 subjects as a group. Time Competence, Inner Support, Self-Actualizing Value, Existentiality, Spontaneity, Self-Regard, Self-Acceptance, and Capacity for Intimate Contact were correlated significantly with DAS total score. (3) No significant differences were found in marital adjustment for husband and wife self-actualization scores stratified into high, medium, and low "couple" groups. (4) No significant correlations were found between marital adjustment and "couple-disparity" self-actualization scores. (5) Receiving degree five years before marriage, being "very satisfied" in a career, and being in the "maintenance" career stage related significantly to marital adjustment. "Achievement" motivation in a career was found to be significantly related to low Inner Directed Support.

Self-Actualization in dual-career marriage was related to high marital adjustment for "individuals," but not for couples. These findings suggest that personal development plays a greater part in higher

marital adjustment than does the "joint" personal development of the couple. The results reveal that dual-career marriages may be able to tolerate disparate levels of personal development.

The results also reveal significant positive relationships between high marital adjustment and career satisfaction, career stability and becoming married at least five years after receiving the terminal degree. Findings may indicate that individuals motivated by achievement in dual-career marriage may need high support from external sources.

The study concluded with a description of implications for counselors. Marriage counselors need to be aware of levels of personal development for both husband and wife. Counselors also need to be aware of the possible relationships between career-related factors and marital adjustment in dual-career marriages.

CHAPTER I

INTRODUCTION

The American family is changing. The movement of women into the labor force is having a profound effect upon the organization of the family. The percentage of working women who are married has dramatically increased from 30 percent in 1950 to 55 percent in March, 1978 (United States Council of Economic Advisors, 1978). There are now more "two-income" families in the United States than "single income" families. Since 1976 more families have two or more persons earning the income (Hershman & Levenson, 1979) than the traditional family where the husband is the sole income provider. The two income family is becoming a very popular lifestyle because of changing economic conditions and because of more liberalized attitudes toward the role of women in society. The dual-career family is gaining widespread popularity particularly in the last ten years.

Women have always worked but, since World War II, the rapid expansion and development of occupations has created a much greater demand for the well-educated woman. Nye and Hoffman (1963) attribute the tremendous increase of women in the labor force to (a) labor-saving machinery, permitting the woman to more efficiently perform household duties outside the home, (b) smaller families, and (c) the spread of an egalitarian ideology. Whatever the reasons for the growth, women are increasing in numbers in both the professions and non-professions.

Because many working women are married or will become married, families are having to adjust and plan to accommodate multiple life roles. This pattern has implied, until recently, little or no modification of the division of labor within the family. Increasingly, however, the two-career or dual-career family is perceived as a lifestyle which not only tolerates career pursuit by a woman but, through the reallocation of household and child care responsibilities, facilitates her career (Rapoport & Rapoport, 1969).

The dual-career family is a family unit in which both husband and wife pursue professional, technical, or managerial occupations ". . . which are highly salient personnaly, have a development sequence. . ." (Rapoport & Rapoport, 1969, p. 3) and have a family life with one child or more. The term "dual-career family" and the term "dual-career marriage" (without children) are used interchangeably in the literature.

Several trends in marriage seem to be emerging as a result of these changing work patterns. Particularly for marriages where both individuals are in the "higher-level" positions, there is a trend away from male authority and female subservience. The two-income family requires more flexibility in traditional sex-role behavior. New values appear at work in these marriages. There is much greater need for self-expression and personal development. There is greater sharing of tasks and responsibilities and more collaboration in decision-making. This redistribution of household chores because of the additional work role stands to reintegrate the husband into the family unit through the sharing of responsibilities. Out of necessity the husband will be spending more time with the children.

Problem

The emerging dual-worker or dual-career marriage provides its participants with many benefits. At the same time, however, this new dual-career pattern also presents new challenges for the family. Because of the multiplicity of new roles for both husband and wife, certain problems are more likely to occur in the dual-career marriage. Some of the issues which are unique to the dual-career couple are job mobility (who will benefit?), competition and resentment, time management, and career versus family demands.

The problems that the dual-career marriages pose simply because both persons are career-committed will be easily absorbed by some marriages and encountered with some or great difficulty by others (Bailyn, 1970; Barry, 1970; Bebbington, 1973; Gross & Avery, 1977). Some of our most motivated and productive individuals gravitate toward professional careers and, more and more, these working people are forming dual-career marriages by establishing a marriage with another person in a career. Since this work group represents such an important resource for society and, indeed, because much of society's leadership comes from this group, it is appropriate for counselors to pay particular attention to the dual-career marriage.

Recent research has revealed that these marriages are under great stress because of the necessary career dedication needed to achieve success (Rapoport & Rapoport, 1969; Rice, 1979). Counselors need a greater understanding of the benefits and rewards as well as the concerns of the dual-career marriage.

Paralleling the increase of professional women in the labor force since World War II, the "Human Potential Movement," with a dramatically

individual focus, has strongly influenced attitudes toward human development. The 1970's, particularly, was a period when the full development of human potentiality emerged as a dominant theme in American society. Simultaneous deterioration of family life, with a rising divorce rate, increased physical abuse of family members, and a general marital malaise, however, has caused concern among some helping professionals regarding the current emphasis on personal development.

Purpose

The purpose of this study was to examine self-actualization in dual-career marriages and its relationship to marital adjustment. An instrument, Personal Orientation Inventory (POI), based upon Maslow's theory of self-actualization was used to determine whether or not individuals in selected dual-career marriages differ significantly from each other in levels of self-actualization. The relationships among levels of self-actualization for both men and women in selected professions and marital adjustment as determined by the Dyadic Adjustment Scale (DAS) were investigated.

Rationale

The work of counselors largely involves their attempts to move their clients toward psychological health. Abraham Maslow's (1976) "fully-human" person is a useful conceptualization of the healthy personality because of the tendency of other approaches to be content with normalcy (averageness). The value-free attitude of other approaches contrasts dramatically with the positive, optimistic, forward-looking approach of Maslow. Self-actualization is a term Maslow and others before him have used to describe the movement toward psychological health. Maslow's theory postulates that human

needs are arranged in an ordered hierarchy. Human development progresses from lower to higher needs based upon satisfaction of successive levels of need.

Full development of the person is a predominant consideration of counselors. Marriage counselors and trainers of marriage counselors are interested in both the quality of marriages and in the individual development of each partner in marriages. Counselors working with dual-career couples have the opportunity to help each partner move toward self-actualization. This study focused on the higher need, self-actualization, because of the socioeconomic standing of the dual-career couple and the nature of the dual-career relationship.

While some research suggests that the wife is having the most difficulty handling two roles (Johnson & Johnson, 1977; Nye, 1961; Bryson, Bryson, Licht & Licht, 1976; Heckman, Bryson & Bryson, 1977), other research suggests that it is the husband who is finding it difficult to adjust (Kaley, 1971; Axelson, 1963; Bailyn, 1970). To some extent, the new dual-career marital pattern is affecting both husband and wife.

This study examined the relationship between self-actualization and marital adjustment in dual-career marriage. By understanding more about the relationship between self-actualization and marital adjustment counselors will have a framework for developing strategies to work with the dual-career couple. This study may help justify new initiatives to investigate the benefits and concerns of this increasingly popular marital pattern. A more thorough understanding of the dynamics of the dual-career marriage may also assist the trainers of

marriage and family counselors. This study may also help counselors understand the career development patterns of dual-career couples.

Scope of the Study

This study was limited to women M.D., J.D., Ph.D., and Ed. D. graduates of the University of Florida and their husbands. The study examined marital adjustment, self-actualization, and gathered demographic data of the sample.

The Research Questions

This study was designed to investigate the following questions related to self-actualization and marital adjustment:

1. What are the levels of self-actualization of men versus women scores as measured by the Personal Orientation Inventory (POI)?

2. What is the relationship between levels of self-acutalization as measured by the POI and marital adjustment as measured by the Dyadic Adjustment Scale (DAS)?

3. What are the relationships among "pair-total" self-actualization scores for dual-career couples (grouped by high, medium, and low scoring pairs) and marital adjustment?

4. What is the relationship between couple's disparity and self-actualization as measured by the POI (defined as the difference in husband and wife POI scores) and the marital adjustment of each partner?

5. What are the relationships among demographic data, Time Competence, and Inner Directed Support POI scales and marital adjustment?

Definition of Terms

Dual-career family: Family in which both husband and wife pursue professional, technical, and managerial occupations ". . . which are highly salient personally, have a developmental sequence . . ." (Rapoport & Rapoport, 1969, p. 3) and have a family life with one child or more.

Dual-career marriage: A dual-career family which may or may not have children.

Dual-worker family: A family in which both husband and wife work but in which either the husband or wife is not working in a career position.

Marital adjustment: A process variable measured at one point in time and determined by (1) troublesome dyadic differences; (2) interpersonal tensions and personal anxiety; (3) dyadic satisfaction; (4) dyadic cohesion; and (5) consensus on matters of importance to dyadic functioning (Spanier, 1976).

Professions: Occupations which require substantial educational preparation in such fields as engineering, social sciences, medicine, education, and law (United States Department of Labor, p. 15).

Role: A standardized accepted behavior related to the performance of certain tasks (Steinman & Fox, 1969).

Self-actualization: The unique ability of people to maximize their potential and be all that they can. A direction more than a state, self-actualization is characterized by personal growth, positive mental health, a desire for self-fulfillment, and the capacity to transcend "normal" human experience.

Traditional-career family: A family in which the wife is not employed in an outside work role and assumes only the homemaking role while the husband is employed.

CHAPTER II

REVIEW OF THE RELATED LITERATURE

The review of the literature will include: (1) dual-career marriage, (2) self-actualization, (3) marital adjustment, and (4) summary of the review of the literature.

Work has always been at the heart of the American Dream. The wheels of American progress have been greased with the hard labor of a robust and ambitious population. Not all, however, have shared equally in the bounty of their labors.

The course of American history has radically influenced the nature of work for both men and women. In early New England, most people were farmers or artisans whose major work centered around the home. The work of husband and wife was then complementary, each partner supporting the other in carrying out the essential household responsibilities.

In the early industrialization period, the textile industry, being the largest and most important type of manufacturing, drew many women to work. Men continued in farming. The Civil War era redefined women's work as including nursing and promised more equality for everyone by defeating the slave system.

America was moving to the West and stepping up industrialization toward the end of the nineteenth century. Farmers were struggling to make a living and business was expanding. Women were moving into factories in greater numbers and represented a pool of cheap labor for

industry. Unfavorable working conditions and harsh treatment of women resulted in many efforts to organize.

The developing American social structure formed a pattern which fostered the division of labor between men and women. Women were the focus of more social pressure, particularly after World War I, to assume the exclusive role of housewife.

America was changing. After World War II, both production and consumption increased and the resulting inflation encouraged many women to continue working out of economic necessity. The period after World War II also found the rapid development of occupations creating a greater demand for the well-educated woman.

The labor force was being transformed. Growth in labor force participation by women has been dramatic. The increase in percentage of total labor force participation has climbed from 24.6 percent in 1940 to 41.2 percent in 1979. This represents an increase from 25.8 percent in 1940 to 50.8 percent in 1979 of all women of working age participating in the labor force (Norwood & Waldman, 1979). The growth has been particularly large in the age group where many young professionals are starting their careers (Norwood & Waldman, 1979).

Dual-Career Marriage

In our society a woman, it appears, is able to avoid potential "role strain" by limiting herself to participation only in the household role. An incompatibility of women's family roles, which confine them to home-oriented responsibilities with participation in the labor force, has become a significant problem for some women. It is becoming increasingly easier, however, for her to move into the work force and, for many women, a dual career as a homemaker and career person is much

to be preferred. In times past, career women have had to stand alone; now, however, women are freer to deviate from socially prescribed expectations.

As a common marital pattern, the dual-career marriage is relatively new. A particular constellation of variables, including psychological, social, and interpersonal forces, produces each dual-career family. Leach points out, however, that:

> The old pattern of male authority and female subservience and a segregated division of labor have become increasingly untenable as equality of access to education and to the world have increased. . . . The ideal of an egalitarian partnership is one which is increasingly held out but . . . the gap between sentiment and reality remains great and is not easily bridged. (Leach, cited in Rapoport & Rapoport, 1969, p. 6)

Characteristics of the Marriage

The context in which the original marital contract is formed provides the structure for the course of the marriage. Dual-career marriages can be of two main types (Rice, 1979). The first type is one in which both partners fully expect the wife to pursue a career. The structure of the marriage includes the commitment of both to their respective careers. In this first type, decisions and plans are made to accommodate these careers.

The second type of dual career is the marriage in which the wife decides to seek a career some time after the marriage is established. This later pursuit of a career is not a component of the initial marital understanding and, after a time, when the marriage reaches this point, the husband, out of necessity, will usually have to begin sharing more of the burden for domestic duties including child care. The marriage must have flexibility to survive this transition and,

unfortunately, the stress of the change sometimes results in some very difficult choices between marriage and career.

If each partner knows before marriage that work is important for the spouse, the couple will have a foundation for the mutual support of two careers. It is possible, however, to place too much importance on work, thus detracting from the closeness of the marital relationship. Rice (1979) went so far as to state:

> An acknowledgement of the high priority of work in each spouse's value system is relatively more important psychologically in concretizing mate selection than other factors, e.g., political-economic benefits or physical attractiveness. (p. 19)

The establishment of a dual-career marriage has until very recently meant little modification in the traditional roles of men and women in the home. Increasingly, however, the dual-career pattern is not only tolerating the additional career but facilitating it. Epstein (1971) offered an explanation of the problems of the dual-career marriage. A review of 69 law partner dual-career marriages showed that a successful combination of work and family life was possible through restructuring the marriage. It was suggested that the university community might be the first place where prohibitions against nepotism may be reduced significantly to allow husband and wife to pursue their careers together. Dual-career law partner relationships permit a great deal of flexibility, particularly for a woman, in developing a practice and reentry into law after dropping out. Epstein suggested "institutional solutions" like the development of professional child-care services which may help the dual-career couple adjust to work and family problems.

Some research indicates a less than full acceptance of the dual-career marriage in contemporary society. In a discussion of the dual-career marriage, Poloma and Garland (1971) state that individual perceptions and societal institutions have not changed dramatically regarding the role of women in work and in the home. The authors found that women "tolerate domestication" in order to combine a career and family life successfully. They reported as reasons for this situation ". . . differences in the socialization process between men and women, a longstanding tradition of unequal opportunities for women, the psychological process of cognitive dissonance, as well as a genuine liking for the situation the way it is" (p. 538).

Berman, Sacks and Lief (1975) describe the two-profession marriage in which:

> Underlying the overt illusion of an equal relationship is a covert traditional stance, that is, a superior, strong male and a more helpless, dependent female. This early covert "contract" tends to result from the wife's early self-image, her underlying needs, and her cultural assumptions, and is supported by the underlying expectations of the men. (p. 246)

St. John-Parsons (1978) found in a study of women M.D.s, Ph.D.s, and LL.B.s, that working women reverted to traditional sociocultural perceptions of the home roles but women much preferred their "dual-career" lifestyle to a more traditional role. In a final study, Poloma and Garland (1971) attempted to discover why professionally trained married women work and if they are career committed. The authors conclude that "There is no indication of any immediate widespread career involvement for the married wife and mother. . . . the married women, even the highly trained professional woman, has little interest in a career" (p. 126).

A study of women dentists (Linn, 1971), however, found that a high commitment career did not prevent them from having very satisfactory marriages. Approximately one-third of the married women reported interrupting their career for an average of four years, mainly because of pregnancy or family demands. Retirement at an early age for married women dentists was rare and a high percentage of men expressed acceptance of their wife's career.

Adjusting the balance of working and household roles in the dual career places stress on the marriage. Nadelson and Eisenberg (1977) conclude:

> It is a problem without a full solution. What each spouse loves in the other is a configuration that would not be the same without the work commitment. But the work commitment diminishes availability. One has less of what one wants. The cost comes with the benefit. Even though the cost cannot be eliminated, we emphasize the importance of containing it. (p. 1075)

Problems of Dual-Career Marriage

The dual-career marriage is characterized by the simultaneous participation of both partners in career-committed work. In a study of thirteen dual-career couples (Rapoport & Rapoport, 1969), five major areas of stress are suggested:

1. Overload dilemmas. The extent to which one partner participates in the household and child-rearing activities beyond the pursuit of a career. The experienced overload is a function of (a) the importance of having both children and a career, (b) the importance of a high standard of living, (c) the degree to which household tasks can be reapportioned, and (d) the degree to which the couple can physically and emotionally manage the stresses of multiple roles.

2. Discrepancy between personal norms and social norms dilemmas. Characterized as the differences between what is expected by society, particularly of women, and what is sincerely perceived as being "right" for the individual.

3. Identity dilemmas. The "deeper-level" questions about fundamental characteristics of the self and how these relate to socioculturally defined sex roles. Dual-career couples seem to have psychological boundaries or "tension lines" in adjusting to new sex roles beyond which they experience discomfort.

4. Social network dilemmas. The problems experienced by dual-career marriages in meeting the traditional expectations of active involvement in the family and friendship relationships.

5. Role-cycling dilemmas. The influence of stage in career (preparatory, establishment, plateau, and disengagement) on the marital relationship and family life.

Because of work commitment toward two careers, one or both members of the dual career may feel a limited amount of support in their individual pursuit of personal growth. This pattern of similar needs and values can be a source of conflict because one partner cannot provide what the other needs emotionally. Hunt and Hunt (1977) formulate the problem of the dual career as one in which the marriage is unable to move beyond the existing "economic and familial institutions" which combine a private household and continuous careers. The traditional marriage has had the luxury of household maintenance and child care by wife and breadwinning by the husband. The authors note that our social institutions are outgrowths of an "excessive patriarchal society" and the dual-career family is selfishly seeking the best of both worlds.

It is not sufficient, they explain, to "turn domestic work over to a servant class, and confine children to the supervision of hired help and childcare institutions" (p. 414). They suggest an entire restructuring of societal institutions.

Bebbington (1973), in a report on the function of stress in the dual-career family, states that "unacceptably high" stress can either be better tolerated or perceived and experienced differently in the dual-career marriage. Conditioning in early childhood might prepare the individuals who eventually participate in dual-career marriages to accept as normal the high levels of stress. For the dual-career couple, stress is then a relative term, perhaps benefitting the marriage and not connoting an undesirable state. Bebbington concludes:

> Generalizing, a life style as the dual-career family is not maintained in response to a need to achieve specific objectives--rather it exists as an expression of the chosen relationship of the dual-career couple with one another in the context of contemporary society. (p. 536)

As a means of integrating the multiple roles required in the dual-career marriage, Rapoport and Rapoport (1971a) state that "dual-career families seem to optimize the self-interests of their members by recognizing overlaps of interests as distinct from complementarities based upon exclusive domains of interest" (p. 532). Johnson and Johnson (1977) suggest that a woman could be more effective in managing her roles if she would compartmentalize "her career role from her mothering role" (p. 394). One way to accomplish this would be to insulate her emotional home role from her work role.

Rice (1979) perceives the problems of dual-career couples in still a different manner. The tasks for couples of today are: (a) balancing career and familial responsibilities, (b) attempting to provide mutual

support while at the same time managing competitive feelings; (c) dealing with a finite amount of time in light of multiple role demands; and (d) preserving one's identity as a "person" as distinct from a "spouse" (p. 9).

Emotional Health in the Dual-Career Marriage

Several aspects of personality in the dual-career marriage have been investigated by a few researchers. In a study by Ohlbaum (1971), where marital status was not emphasized, highly educated professionals, miscellaneous professionals, and nonprofessional women were tested to determine relationships among self-concepts, value characteristics, and self-actualization. The highly educated professionals were found to have higher self-esteem and more positive self-concepts. These professional women also presented themselves as self-reliant and independent and were found to have integrated the traditional view of the woman's role. The miscellaneous professionals, however, presented themselves as striving for independence and achievement and rejected the traditional woman's role.

Members of one-career and two-career families (Burke & Weir, 1976) were given the FIRO-B to investigate need structures. A sample of husbands was selected from three professional associations (professional engineers, industrial accountants, and chartered accountants) and mailed a questionnaire for both husband and wife. Results found that housewives had the highest scores on wanted and expressed inclusion, wanted and expressed affection, and wanted control and the lowest score on expressed control. Husbands of housewives, compared to the other three groups, had the lowest scores on wanted control and the highest on expressed control. Husbands of working wives, on the other hand,

scored low on wanting affection and on wanting and expressing inclusion. The results indicated that persons in dual-career marriages, compared with traditional marriages, are not as concerned with seeking satisfaction from relationships with other people. Power and authority were not important issues for husbands of working wives. Finally, it was found that both partners in the dual-career marriage were more "self-reliant" and inclined to be better suited to a relationship which fostered the development of individualism.

The Personal Orientation Inventory (POI) was used to compare the personality variables of inner-directedness, self-actualizing values, existentiality, self-regard, and self-acceptance in dual-career families and traditional-career families (Huser & Grant, 1978). Faculty members were randomly selected and divided into traditional families and dual-career families. Husbands from dual-career families scored significantly higher than husbands from traditional families on the POI scales on inner-directedness, existentiality, and self-acceptance. Wives from dual-career families scored significantly higher on inner-directedness. An item analysis of POI responses showed that "husbands and wives of dual-career families are more inner-directed and flexible in applying personal values than husbands and wives of traditional families" (p. 86).

Huser and Grant (1978) conclude:

> It would seem that for a man to choose a career-oriented woman for a wife marks him as being quite different, in a self-actualized direction, from other men as a group. (pp. 86-87)

Work in the Dual-Career Marriage

Under increasingly competitive conditions, a larger number of persons will be seeking a declining number of professional positions. The

problem of coordinating career paths may then become more difficult for the dual-career couple.

Astin (1967) found that certain factors were associated with participation of women doctorates in the labor force. Results of her research showed that those who married during or before graduate school were more likely to be working seven to eight years after the doctorate than those who married after receiving the doctorate. Astin also found that women who worked immediately after receiving the doctorate were inclined to be working seven or eight years later. Women more likely to be working in later years were married to lawyers, businessmen, and social scientists.

The effect of discrimination in the career development of women in dual-career marriages has been argued in the literature. Psychologist couples were asked to discuss their most significant personal and professional problems in an effort to determine the causes of differential scientific productivity between husbands and wives (Heckman, Bryson & Bryson, 1977). A content analysis revealed that sexual discrimination was not cited as the most frequent explanation in the better career performances of husbands. The most frequently cited reasons for poorer performances by the wives were that women were "willing to place their careers secondary (a) to the needs of their family as a whole, and (b) to the needs of their husband's career" (p. 329).

The job-seeking behavior of recent biological sciences and psychology graduates was investigated in a study in which subjects were asked to respond to two hypothetical situations (Wallston, Foster & Berger, 1978). In the first simulation, where a male had an

outstanding job offer and the wife was unable to locate a position while moderately good offers were available elsewhere, neither egalitarian nor non-egalitarian choices were significant for either psychology or biological sciences graduates. In the second simulation, where the wife had a very good offer before the husband had a definite offer, almost half of the choices were egalitarian in the psychology sample, whereas in the biological sciences there was a significant non-egalitarian chi square. The authors concluded:

> Employer's current insistence on considering the husband's situation before making a job offer to the wife is one of the constraints leading to nonegalitarian forced choices. . . . we think it important for dual-career couples to acknowledge the reality of these (institutional) constraints and not to blame themselves should they fail to find two good or two acceptable positions. Couples who blame themselves or one another for their failure to find two acceptable jobs are, in many ways, blaming the victims of present institutional arrangements. (p. 20)

In two studies of psychologist couples, productivity in dual-career marriages (Bryson, Bryson, Licht & Licht, 1976; Bryson, Bryson & Johnson, 1978) was determined by an evaluation of academic performance of both husband and wife. These studies found that psychologist wives were less productive than their psychologist husbands. In the Bryson et al. (1976) study, the authors found that these same psychologist wives, however, were more productive than other female psychologist controls. The results suggest that the husbands in these marriages were very productive and, while the wives were not as productive as the husbands, they were more productive than their female colleagues.

Married sociologists (Martin, Berry & Jacobson, 1975) were found to be more successful than other professionals in the field. Compared to non-married women sociologists, sociologist wives were more successful in obtaining the Ph.D., achieving higher academic ranks,

gaining more promotions, avoiding demotions, and practicing longer professional careers. The authors suggest, however, a possible "cross-fertilization" effect in this study.

Research on the dual-career marriage shows some general consistency and some contradictory results. Advantages and disadvantages of the dual-career pattern are seen to vary from men to women. Certainly the dual-career family benefits by the added income, higher standard of living, and the increased flexibility in style of life afforded by simultaneous work of the couple. The husband may pay a price, however, in his sharing of family power, the increased possibility of the wife's leaving the marriage because of financial freedom, and increased household role sharing. The wife appears to benefit in the dual-career pattern by gaining greater self-esteem, greater opportunity for self-development, more autonomy, and the advantages of the added income. Women may also pay a price for this lifestyle because of greater emotional stress due to the assumption of the new role. For most women, however, it appears that the disadvantages of the dual-career pattern are outweighed by the opportunities for both personal and professional development.

Strategies for Dual-Career Adaptation

The phenomenon of changing work and family roles will not be easily assimilated into our society. Several authors (Rossi, 1964; Hoffman, 1974; Hedges & Barnett, 1972) have suggested ways to help families adapt. Hedges and Barnett (1972) recommend:

1. Day care. Establishment of more centers at more reasonable prices and laws to make day care a legitimate business deduction.

2. Upgrading household equipment. Upgrading the desirability for service personnel to work in the home.

3. More efficient home management. Giving priority to and sharing housework.

4. Adaptive work rules. Development of more part-time jobs.

5. Recognition of the life-cycle pattern. Helping employers to understand interrupted education and employment patterns.

6. Fuller sharing of family responsibilities. Fostering an egalitarian attitude of husband and wife about household tasks and child care.

Some couples unable to find full employment in the same city are choosing to live apart. Many of these couples maintain contact in the marriage by commuting and frequent use of the telephone. Little research is available on these couples because they represent a very new adaptive marital pattern. Gross (1980), however, has found that couples living apart may find it easier if they (a) are older, (b) are married longer, (c) have at least one established career, and (d) have fewer children responsibilities.

Rossi (1964) suggests other institutional changes including changing the suburban pattern of living because of housing difficulty, and decentralization of business and industry. Hoffman (1974) recommends the implementation of leave without loss of seniority rights to counteract the discriminatory influence of childbearing responsibilities on work. The demand for research on the dual-career marriage will continue.

Pendleton, Poloma, and Garland (1980) have even suggested scales for such research. The authors propose that marriage type (traditional

versus equalitarian), domestic responsibilities, satisfaction, self-image, career salience, and career line offer promising areas for investigation of dual-career marriage.

The success with which dual-career marriages will adjust in society will largely depend upon a restructuring of both family and societal institutions. Epstein (1971) suggests in a positive outlook for the future that the marital-work partnership is the unit most appropriate for "greater communication and sense of purpose in the marital bond and in one's life work" (p. 563).

Self-Actualization

Abraham Maslow's theory of self-actualization has been widely applied to many fields including political science, business management, anthropology and psychology. In whatever context the theory is discussed, however, self-actualization applies to human development.

Maslow's widely applied theory of personality postulates that human needs are arranged in an ordered hierarchy. Human development progresses from lower to higher needs based upon satisfaction of each successive level of need. This unique capacity of people to maximize their potential is a developmental process which uncovers an essentially "good" inner nature. Maslow's theory suggests that all people have a capacity to strive for self-fulfillment. People seek to become their own "real" self by freeing themselves from conditions and experiences which are limiting and stifling.

Needs

According to Maslow (1954, pp. 80-92) there are five major needs:

1. The physiological needs. The basic needs required for survival like hunger and the processes of the body to maintain a normal state (homeostasis).

2. The safety needs. The need for organization and balance, freedom from danger or threat, and a preference for the known as opposed to the unknown.

3. The belongingness and love needs. Longing for and wanting to give affection; finding a place within one's social group.

4. The esteem needs. The two major categories of this need are the feelings for achievement, competence and confidence, and the need for prestige and recognition by society.

5. The need for self-actualization. The need to strive toward the full potential of the person.

Maslow (1948) states that the person chooses between prior and subsequent needs based upon fulfillment of successive levels of needs. Relative potency of need influences the arrangement of "higher" and "lower" needs.

Higher needs have certain characteristics which distinguish them from lower needs. Higher needs are formed later in life, are of lesser importance for survival, require better emotional health and require better environmental conditions for development. Higher needs have more implications for desirable social consequences and are closer to self-actualization than are lower needs (Maslow, 1948).

Research on self-esteem, the fourth level of the hierarchy, has revealed interesting relationships involving sex roles. Ricely (1973), in a study on cross-sex identification, found that female conformity to the male stereotype meant higher self-esteem for both men and women. In an examination of self-concept, Rosenkrantz, Vogel, Bee, Broverman, and Broverman (1968) also found that masculine characteristics were more socially desirable. In a final study, Ohlbaum (1971) found

career-committed professional women had more positive self-concepts than homemakers. These studies reflect the positive relationships of sex role flexibility on self-esteem.

Self-actualization, a term originally used by Kurt Goldstein (1939), refers to a personal growth process which proceeds after all lower needs have been satisfied. In a study of psychological health in which subjects were chosen based upon full utilization of their potential, certain qualities emerged as characteristic of self-actualizing people (Maslow, 1954, pp. 200-208). According to Maslow these characteristics were:

1. Efficient perception of reality and more comfortable relations with it.
2. Acceptance of self, others, and nature.
3. Spontaneity.
4. Problem centering (as focused outside the person).
5. The quality of detachment; the need for privacy.
6. Autonomy; independence of culture and environment.
7. Continued freshness of apperception.
8. The mystic experience; the oceanic feeling.
9. Gemeinschaftsgefühl. A feeling of kinship with the human race.
10. Interpersonal relations (as deeper and stronger).
11. The democratic character structure.
12. Discrimination between means and ends (highly ethical and moral; unconventional definition of right and wrong).
13. Philosophical, unhostile sense of humor.

14. Creativeness.

15. Resistance to enculturation.

In addition to the positive characteristics, however, Maslow (1954) also recognizes shortcomings and failings in the self-actualizing person:

> They can be boring, stubborn, irritating. They are by no means free from a rather superficial vanity, pride, partiality to their own productions, family, friends, and children. Temper outbursts are not rare. . . . these people are strong but also they are independent of the opinions of other people. . . . they may become absentminded or humorless and forget their ordinary social politeness. . . . these people are not free of guilt, anxiety, sadness, self-castigation, internal strife, and conflict. (pp. 228-229)

Self-actualizing people, in summary, are generally characterized by positive mental health, have resolved basic emotional needs, feel safe and unanxious, feel and show love, and have a more "realistic" view of the real world and themselves. Self-actualizers, however, are not immune to human imperfections.

Self-Actualization in the Sexes

The individual's capacity to strive for self-actualization is affected by both environmental and intrapsychic conditions. A supportive and freeing family situation provides an excellent foundation for maximum development of the person. It is difficult to determine through research whether self-actualizing people choose other self-actualizing people as mates or if certain conditions in existing marriages encourage individuals in their own personal growth.

Burke and Weir (1976) found little evidence to support the suggestion that men were contributing to their own personal growth through their participation in dual-career roles. Huser and Grant (1978), however, found that husbands in dual-career marriages scored

higher than traditional husbands on the inner-directedness, existentiality, and self-acceptance scales of the POI. Career orientation for women, however, was found to be strongly related to high self-concept and seemed to be related to promotion of self-actualization through an orientation to personal values (Counselman, 1971).

Two studies on differences in rates of self-actualization between males and females showed females score higher (Foulds & Warehime, 1971; Schroeder, 1973). Another study (King, 1974), however, found no sex differences in groups of matched marriages. King concludes that these results support the suggestion that self-actualizers choose other self-actualizing people as mates.

Several studies report the rates of self-actualization for married couples. In a study of marital success in dual-careers, Slali (1979) found a significant relationship between high self-actualization rates and success of marriage for husbands of professional women. Simms (1979) found significantly higher self-actualization scores for androgynous versus traditional wives. Marital satisfaction for traditional wives, however, was significantly higher. Finally, in a group of "very happy" marriages, only eight of 182 subjects were considered to be experiencing "actualizing marital relationships" (Hittle, 1979).

Wise and Strong (1980) found slight support for the hypothesis that self-actualizing university students were less willing to participate in a "gender differentiated" marriage. These students were also found to be willing to participate in egalitarian marriages.

No consensus seems to exist regarding the relationship of self-actualization and marital success or happiness in dual-career marriage. Dual careers appear to offer positive growth opportunities for husbands

and wives, but the positive relationship between marital success factors and self-actualization is disputed.

Measurement of Self-Actualization

The most widely used assessment of personal growth as defined by Maslow's conceptualization of self-actualization is Everett Shostrom's Personal Orientation Inventory (1964). The POI has two major scales and 10 subscales and consists of 150 pairs of two-choice items. A review of the POI (Tosi & Lindamood, 1975) finds the instrument particularly useful in counseling and psychotherapeutic settings "as a point of departure for greater client self-awareness and self-exploration" (p. 222).

Another inventory designed to measure the self-actualization of "clients and students" was developed by K. M. Jones (1975). The Jones Self-Actualizing Scale was found to have a .67 test-retest reliability and items which correlated .21 with the scales on the POI.

In a study of construct validation, Harder (1969), sampling 62 married women, found that some characteristics (openness, adjustment, and fullness of life) support the self-actualization theoretical formulation. Goodman (1968) states that Maslow's need hierarchy has face validity and clearness, but the first serious attempt at an operationalization of the hierarchy was made several years earlier by Porter (1961). Lawler and Suttle (1972) cite the plausibility of a two-level hierarchy of higher and lower needs implying that all lower level needs must be satisfied before higher needs become important. In another measurement of the hierarchy, Mitchell and Moudgil (1976) did not obtain support for the two-level classification but, since the

sample may have been taken from non-self-actualizing people, the sample did not meet a definition of self-actualization.

Two studies seriously question the concept of a need hierarchy. In a factor analytic study by Roberts, Walton and Miles (1971), the authors found that their factors did not conform to Maslow's conceptually derived need categories. Hall and Nougaim (1968) also suggest that, as people mature, different needs become important to them. This conceptualization, which implies that needs emerge with age or the career development process, is at variance with Maslow's idea that lower needs must be fulfilled before advancing to higher needs.

It appears that Maslow's need hierarchy is still controversial as a conceptually valid construct. Studies do exist, however, which indicate the usefulness of the self-actualization theory in psychological research and counseling. The growth-deficiency theory has important implications for research on the highest need, self-actualization.

Marital Adjustment

The manner in which husband and wife relate to each other is affected by the roles that each spouse assumes. The detrimental effect of incompatible sex-role behavior in marriage may often be minimized, however, by spousal acceptance of change in sex-role attitudes.

Roles in Transition

Men and women have come to assume standardized accepted behavior relating to the performance of certain tasks (Steinman & Fox, 1969). Although there is a question whether "masculinity-femininity" can be measured on a single bi-polar dimension by a single score (Constantinople, 1973), other research treats this variable as "sex-typed" (Bem, 1974). Bem's Sex-Role Inventory treats masculinity and

femininity as independent dimensions and "androgynous" as not characterized by endorsement of sex personality characteristics. In describing the relationship of roles to the healthy personality, Bem states: "In a society where rigid sex-role differentiation has already outlived its utility, perhaps the androgynous person will come to define a more human standard of psychological health" (p. 162).

The patterning of roles is maintained by external forces, society at large and other individuals, and psychological forces. Goode (1960), in his theory of "role strain," states that an individual's choices are shaped by "role bargains" where roles are organized and efforts made to reduce "role strain" by carefully allocating energies and skills. This arrangement is both a conscious and subconscious process.

Roles, such as spouse, parent, and employee, proceed through cycles (Rossi, 1968) which have different properties:

1. Anticipatory. The preparatory phase.
2. Honeymoon. The early establishment phase.
3. Plateau. The steady-state phase.
4. Disengagement. The role termination phase.

Transition periods between role stages may be characterized by potential for disequilibrium and problems. Rossi (1968) finds other potential difficulties for men and women due to role assumption in parenthood. In an investigation of childrearing, Rossi found neither sex was prepared for the parental role because it demanded a greater instrumental focus (action and decision-making-oriented) for the mother and a greater expressive (affective-oriented) focus for the father.

Five samples of women in 1964, 1970 (two), 1973, and 1974 were analyzed to investigate change in sex-role attitudes (Mason, Czajka & Arber, 1976). Results showed a sharp decline in the "proportion of women believing that maternal employment is harmful to children's well-being" (p. 593). Educational attainment was found to be strongly related to women's sex-role attitudes with ". . . higher education and more recent employment experience being associated with less traditional outlooks" (p. 593).

There is some evidence of differences in self-perceptions of married and single college women. Married, childless college women were compared to single college women on their perception of the female sex role (Rapoport, Payne, & Steinmann, 1970). Married college women differed significantly ($p < .05$) on the Inventory of Female Values from single college women in perceiving themselves more achieving and on perceiving their ideal woman to be significantly more self-achieving ($p < .05$). The authors conclude:

> These married women, having already secured a husband and having decided to remain in college instead of bearing children, were less influenced by traditional stereotypes regarding femininity and more concerned with their personal growth and development outside of the family concept. (p. 442)

Attitudes of women and men. Although there is some evidence that working mothers see homemaking as a meaningless function (Neysmith, 1977), other research indicates that a "dual allegiance" to family and career by working women can be successful. Gannon and Hendrickson (1973) found in a survey of 77 clerks and office workers that working wives with strong family orientation tend to be just as job-committed as those working wives with a smaller degree of family orientation. Safilios-Rothschild (1970) found that part-time working women without

children had very high work commitment and that the higher the woman's work commitment, the more central it was in her identity.

The self-concepts of career-oriented and non-career-oriented women (Birnbaum, 1971; Counselman, 1971) were found to be significantly different. Samples of women were given the Leary Interpersonal Check List and the Bills Index of Adjustment and Values. Subjects were further divided into two groups as either career-oriented or non-career-oriented. Non-career-oriented women perceived themselves as significantly more "docile-dependent" ($p < .01$) than their stereotype of a career woman and they reported career women as more "blunt-aggressive" ($p < .05$) than their ideal. Significant differences between career-oriented and non-career-oriented subjects were in self-concept ($p < .01$), ideal self-concept ($p < .01$), and self-ideal discrepancy ($p < .05$).

An early study (Morgan, 1962) found that a woman's position, career or non-career, did not influence self and role perceptions; however, other research (Ricely, 1973; Page, 1973; Rosenkrantz et al., 1968; Howe, 1973) found significant relationships between self-esteem and acceptance of sex-role stereotypes. Most of these sex-role studies tended to support the theory that masculine role characteristics in women are related to higher self-esteem.

A study of 1974-75 baccalaureate graduates (Bisconti, 1978) found that employed married women were more satisfied (59 percent very satisfied) with their jobs than employed single women (48 percent very satisfied). The author concludes that:

> Being married seems to exact an independent influence, perhaps by increasing the positiveness of one's outlook on life and perhaps by compensating for negative aspects of the job, thus enabling these aspects to be overlooked. For individuals with a low drive to achieve, the family may serve

> as an alternative focus of interest, again minimizing the importance of negative features. (p. 16)

It has been suggested that women will have a stronger labor force attachment in the future (United States Council of Economic Advisors, 1978), but acceptance of this emerging attitude is meeting some resistance. In a sample of Psychology Today readers, Tavris (1973) found that, for men, the belief that sex differences are learned and not inevitable, religious liberalism and political liberalism were related to support of the Women's Liberation Movement (WLM). For women, however, life events (discrimination with work, sexism, difficulties of combining work and marriage) most influenced their attitudes toward the WLM. Only 10 percent of the sample was determined to be threatened by the WLM and, at the opposite extreme, an equally small proportion was behaviorally and idealogically egalitarian. A large group of men (73 percent) was termed by the authors as "unliberated liberals." These were men who "support women's liberation as long as it stays somewhere else" (p. 196). The authors suggest that the backbone for the WLM may come from the wives of this group of men because matters like combining homemaking, child care, and job are salient matters for this sample of well-educated women.

The attitudes of managers have also been found to be affected by sex-role perceptions. In a study of 1974 managers working in business and industry, Bass, Krusell and Alexander (1971) found that both men and women "would prefer having male supervisors and that they themselves would be uncomfortable with a woman supervisor" (p. 233). The authors conclude that:

> The solution does not seem to be simply for managers to hire more women. . . . A more viable strategy would appear to

> involve managers in examining their own attitudes toward women in the work situation; to look at some of the actual data regarding women, their skills, their dependability, their orientation toward work; and then to put women and men in situations where they can interact as equals. (p. 235)

Research on the attitudes of women, in summary, suggests that a commitment to both work and family for women is possible. Conflicting research, however, is reported on the relationship between career status (working or non-working) and the woman's perception of herself. Some investigations point to a positive relationship between career orientation and a positive self-concept while other investigations find no relationship between career orientation and a positive self-concept.

Instead of choosing to concentrate one's energies on either the family or the career, certainly one of the better personal goals must be to integrate work and family life effectively. To suggest that men or women are more suited to the domestic or employment sphere is much too simplistic a view to be acceptable in today's society. Both men and women vary in their commitment to work and family.

The husband's acceptance of the wife's career has been found to strongly affect the success of the marital relationship. Rapoport, Rapoport and Thiessen (1974) state that the husband's orientation is "pivotal" in integrating work and family. They also state that the sharing of work roles inside and outside the home contributes to the greater enjoyment of everyday activities.

In a study on work commitment, Ridley (1973) found a significant relationship between job satisfaction and marital adjustment for males. A non-significant job satisfaction-marital adjustment relationship was found for females except when the women had school-age children.

Other studies (Katz, Goldston, Cohen & Stucker, 1963; Barry, 1970) found the husband played an important part in integrating the wife's working role into the marriage. Barry, in a review of marital research, reveals that "healthy" marriages are "those in which the husband is secure enough in his own identity that he can be supportive of his wife's effort to find herself in her new role" (p. 52). Trust, support, and a conciliatory attitude by the husband were found to settle conflicts more readily in marriages with working wives.

A statement by Bailyn (1970) summarizes the importance of the husband's role in these marriages:

> A husband's mode of integrating family and work in his own life is crucial for the success--at least in terms of marital satisfaction--of any attempt of his wife to include a career in her life. (p. 108)

All men with wives entering the labor force have not accepted the institutionalization of women's work in a similar manner. Kaley (1971) found that married professional men held a negative view of the coping ability of professional married women. Men, but not women, thought that men were superior to women in supervisory positions.

Huser and Grant (1978) found that husbands from dual-career families scored significantly higher than husbands from traditional families on the POI scales of inner-directedness, existentiality, and self-acceptance. In a final study on the emotional health of men married to working women (Booth, 1977), husbands with employed wives showed fewer signs of stress than husbands married to women who were solely housewives.

Nature of Career Patterns

The choice to enter a career may oftentimes be influenced by parents. Ginn (1968) found, based upon parental scores on the

Inventory of Feminine Values, that daughters of "traditional" expectation parents had "homemaker" occupational interests while daughters of "achievement" expectation parents had "career" occupational interests. A large percentage of working women have had mothers who worked (Almquist & Angrist, 1970; Astin, 1969). Hansson, Cnernovetz and Jones (1977), in another study of maternal employment, found that androgynous subjects had the largest proportion of working mothers.

Astin (1969), in her research on the family, found that parents were more concerned with the education of their sons because a man's status is thought to be determined by his "occupational achievement" but a woman's status is presumed to be determined by other factors such as the man she marries, home, and children. According to Astin, a woman learns early her role may be that of wife and mother and her education becomes oriented toward this preparation.

Women typically have careers which are characterized by interruptions for childbearing and childrearing (Astin, 1969). These breaks in work may also result from conditions of the husband's career. Astin states:

> Her husband's education and field of specialization are important determinants of a woman's career behavior. A woman married to a man in the same field can often maintain new interest and keep up with new developments without having to take a full-time job when her children are very young. Therefore, even the short career interruptions of the married woman are not true withdrawals from her specialized field, and they do not necessarily represent a talent loss. (p. 76)

Several studies have examined the relationships between personality and career commitment (Avila, 1964; Astin, 1969). The results of a survey of women who had received their doctorate in 1958 (Astin, 1969) found that "early high school achievements, cultural background

(reflected in citizenship status) and mother's employment status are significant determinants in the career development of women" (p. 49). In a study of maternal employment (Altman & Grossman, 1977), working and non-working college senior women mothers were given a battery of tests to examine future life plans. Daughters of working mothers scored significantly higher ($p < .01$) than daughters of non-working mothers on career orientation. High career orientation correlated significantly ($r = .42$) with perceived maternal dissatisfaction for the working mothers, whereas, low career orientation correlated significantly ($r = .48$) with high perceived maternal satisfaction for the non-working mothers.

Barron's Ego Strength Scale was used to identify high and low "hedonic levels" in 162 senior college women (Gump, 1972). Extreme scores (one standard deviation from the mean) of 48 women were obtained and these were examined in terms of future plans and happiness. High scorers were more certain of future plans while low scorers were more uncertain. Even though high scorers had higher levels of striving, they still maintained an interest in men and marriage. The findings indicate that women who were more purposive and resourceful as measured by Barron's Ego Strength Scale were less likely to accept the traditional woman's sex role.

Almquist and Angrist (1970), in a study which attempted to test the theory that career-oriented women turn away from the traditional conforming, "sociable, people-oriented" role and choose male-dominated occupations, found no significant results. The "career salient" women, however, did choose more negative statements about relationships with their parents. Only one-fifth of the non-career

oriented women had working mothers, as compared with two-thirds of the career-salient women. Eyde (1959) studied seniors and alumnae of five years to investigate the relationship between work values, background factors, and women's work motivation. Alumnae with "masculine" work values were found to be high in work motivation, whereas those with feminine values were low.

In describing the career development of both men and women, Moreland (1979) suggests several psychological tasks which must be accomplished in the transition periods between adolescence and entry into the adult world. During the "Leaving the Family" period (Levinson, Darrow, Klein, Levinson & McKee, 1976), men and women receive different messages from significant others. Whereas men are supported in their efforts to establish their unique identities, women are prepared both to distance themselves from their families and to "exchange their family home for the home of their husband" (p. 300). These double messages are likely to create problems for women in terms of contradictory expectations. Other potentially difficult periods like the "30's transition" can present the male with a "productivity-oriented" crisis and the female with a "role-oriented" crisis. For women, the realization that societal roles are inconsistent with her goals may create "low self-worth and self-directed anger" (p. 301). Moreland suggests that a greater awareness of these transitional stages and the accompanying developmental tasks to be encountered by both men and women may help to sensitize counselors to this normal and healthy process.

The choice to enter a career for women, in summary, has been found to be related to the influence of the family of origin, career status, androgyny, and cultural background. Several other factors such as ego

strength, "masculine" work values, and life crisis periods were shown to be related to sex-role problems for both men and women.

Wife's Employment and Marital Adjustment

Whereas "happiness" in marriage refers to pleasure, "adjustment" connotes balance, stability, and an equal weighting of various marital factors. Adjustment and happiness can co-exist in marriage or, as some research indicates, adjustment and happiness can have very little relationship.

The reconciliation of work with family life becomes more important as married women enter the labor force. Careers which are demanding create greater stress for the family which must accommodate two careers instead of one. Research on the relationship between adjustment and employment should be examined with a clear perspective of the date of the study and the type of marriage (high commitment or low commitment).

Gover (1963) found that non-employed wives had higher marital adjustment scores than employed wives. Scores in marital adjustment, however, were found to be greater in the lower socioeconomic groups. Another study (Staines, Pleck, Shepard & O'Connor, 1978) on working and non-working women who were given a test on marital adjustment found significantly lower marital adjustment on "wishing one had married someone else" and "having thoughts about getting a divorce" with only the working group.

In an early study on divorced and happily married couples with working and non-working women, Lock and MacKeprang (1949) found no differences in marital adjustment for either men or women. Feld (1963), in another early study, found that wife's employment status

was not a major variable to be considered in accounting for adjustment in marriage. In another more recent study, Wright (1978), with a survey by the National Opinion Research Center for the years 1971-1976, found no significant differences in satisfaction between working women and housewives. The author concludes that "working women enjoy getting out and other benefits, but they pay for it in terms of a more hectic pace and complicated life" (p. 312).

The returned questionnaires of 71 couple pairs (Gross & Avery, 1977) were analyzed to investigate the relationships between marital satisfaction of husband and wife and employment status of the wife. Results showed that wives were less satisfied with the homemaking role when their husbands state that they helped with the homemaking tasks and child care. Wives of husbands with more conservative attitudes were more satisfied with the homemaker job than wives of husbands with liberal attitudes about the homemaking job. No significant relationship was found between wife's marital satisfaction and participation of husband in homemaker tasks. The combination of satisfaction with the homemaker job and employment status, however, was related to wife's marital satisfaction. In finding these interesting results the authors remark:

> Perhaps the most straightforward interpretation of the negative relationship found between husband responsibility for homemaker tasks and wife's satisfaction with the homemaker role is that there is less compunction for a husband to help his wife with household chores when she enjoys doing them. . . . wives of more liberal husbands are less likely to perceive themselves as "just a housewife" and more readily find sources of satisfaction in other activities. Wives of conservative husbands, on the other hand, may have a more constrained role identity, and perhaps their attitudes toward the homemaker job are a reflection on the behaviors required by the restricted role. (p. 11)

Husbands from three professional organizations, professional engineers, industrial accountants, and chartered accountants and their wives (28 percent working) were sent two questionnaires to study the relationships between wife's employment status, and wife's satisfaction and performance, and husband's satisfaction and performance (Burke & Weir, 1976). Working wives did very well. Compared to housewives, working wives were more likely to value communicating with their husbands, actually communicated more with their husbands, and reported better mental and physical well-being, less marital dissatisfaction, and less job dissatisfaction. The authors conclude:

> Thus, whatever benefits accrue to the wife and family from her participation in the work force do not appear to mitigate whatever difficulties the husband experiences with this arrangement. . . . Thus, it appears that wives who elect to work are actualizing some of their personal preferences for personal growth and fulfillment. . . . They are moving into an area of operations more highly regarded in our society. In taking this step women may well feel they are upgrading their status in relation to the existing cultural values and thereby they increase their self-esteem. (p. 285)

In an early study of the relationship between marital adjustment and income in marriages with working wives, Blood and Wolfe (1960) found marital satisfaction reported by employed wives was greater than by non-employed wives when their husband's income was low. This research, conducted in Detroit, also found lower marital satisfaction in the higher income group by employed wives. This study suggests some positive evaluation of marriage for low-income families with working women and a lower evaluation with higher-income families.

Conversely, Nye (1961), in another early study, found that the adverse effect of maternal employment on marital adjustment was greater in the lower socioeconomic groups. In the higher occupational and

educational categories, the differences in marital adjustment between employed and non-employed were insignificant.

Marital adjustment in marriages with working women from the husband's perspective has been investigated by only a few researchers. Married female teachers and their husbands were sampled to investigate the relationships between job involvement and marital adjustment (Ridley, 1973). Results showed a significant relationship between job satisfaction and marital adjustment for husbands. A non-significant relationship between job satisfaction and marital adjustment was found for wives except when they had school age children.

Hopkins (1977), in a study of traditional and dual-career families, found that salary and job satisfaction were positively related to marital adjustment for traditional husbands and "time-related" career variables were positively related to marital adjustment for dual-career husbands. This study also found that the husband's evaluation of the wife's satisfaction with the division of labor was the best predictor of marital adjustment.

In another study on husband's perceptions of the role of women (Axelson, 1963), husbands of working women expressed a more liberal view of the wife's employment status than husbands of non-working women.

Perceptions of the Spouse

Most investigations of marital adjustment have been done on the related sociological factors. Psychological factors, however, have also been found to be important in the study of the marital relationship. Marriage then is affected by both the immediate environment outside and inside the home and a large constellation of variables in the dynamic marital relationship itself.

In a study on the stability of marriage, Dean (1966) gave married couples the Dean Emotional Maturity Scale and the Nye Scale of Marital Adjustment to test the hypothesis of a positive correlation between emotional maturity of partners and marital adjustment. The wife-related scores for husband's emotional maturity correlated .52 with marital adjustment. The author claimed some empirical support for the proposition that "emotional maturity is related to marital adjustment" (p. 457).

The files of a private social agency offering counseling services were searched (Preston, Peltz, Mudd & Froscher, 1952) to find all cases where both spouses had taken a test called the Marriage Schedule, containing personality ratings, and a schedule containing information about the engagement period. The results were from 116 cases counseled post-maritally and 55 cases counseled premaritally. The authors conclude that "The tendency to report self and partner in similar terms is stronger in the marriage in which no evidence of poor adjustment exists than in the marriages concerning which we have evidence of unhappiness" (p. 333). Another study (Luckey, 1960) also found that congruence of perception in married couples was related to marital satisfaction.

In a factor analysis of the Interpersonal Check List, Murstein and Glaudin (1966) found very little relationship between personality and marital adjustment. For women, marital adjustment was related to the perception of their husbands as dominant and managerial in a kind way, and the perception of themselves as trusting and unrebellious. Still another study (Murstein & Glaudin, 1968) reports the relationship between marital adjustment and mental health. The authors found that poor marital adjustment was related to a serious emotional disturbance

in the partners and to a "rigid defense in always doing the right thing" (p. 655).

Importance of Needs

The needs of each spouse have also been found to be related to marital adjustment. In one study (Katz, Goldston, Cohen & Stucker, 1963), for husbands, it was found that an ability to interact effectively with the spouse was related to how well his needs were satisfied in marriage. This same relationship did not hold true for the wives.

In another study on marital satisfaction, the theory of interspousal "complementarity" of needs was tested using the EPPS scores of 56 married couples (Katz, Glucksberg & Krauss, 1960). Five relationships of EPPS scores were in contradiction to the theory of "complementarity" of needs and none were in support of it. This study also found that total satisfaction among wives was positively related to their own scores on Nurturance and Succorance on the EPPS.

Scanzoni (1978) comments on the manner in which traditional and "sex-role modern" women handle their needs in daily life:

> When a dispute is over something that more directly affects the woman herself (for example, autonomy or expressiveness), she resorts to individualistic bargaining strategies. Sex-role modern wives (with fewer children) who possess high levels of intangible resources tend to bargain on the basis of individualistic interests. The traditional woman negotiates with the goal in view of group well-being and group solidarity. Her own interests are submerged into those of the group. If the family does well, she does too; and that satisfies her. (p. 116)

Family Health

A new focus for studying the family is gaining the increasing attention of researchers. Barnhill (1979) describes a model of family health based upon the work of several family therapists. Eight

dimensions of healthy family functioning are identified from a review of family concepts including identity processes, change, information, and role structuring. The dimensions are all interlocking and "based upon circular or mutual causality" (p. 97). Barnhill's orientation to identifying healthy family structures represents a new and positive approach to discovering what makes families work effectively.

The Family and Working Wives

The increasing participation of women in the labor market means that a decreasing number of jobs will be pursued by a larger number of people. Accordingly, career paths between marriage partners may be more difficult to coordinate under these increasingly competitive conditions. The family will not escape the effect of these changes on lifestyle.

Impact of the working wife. Lipman-Blumen (1976) suggest that as a result of changing sex roles there will be more single parent families, fathers will have more emotional involvement in the family, housework will be shared by husbands and children, sexual activity will commence at an earlier age, female-headed families will increase, and women will be entering the labor force in increasing numbers. A potential opportunity in the redefining of sex roles for both men and women is suggested by Lipman-Blumen (1976):

> Roles often are used as escape hatches to keep people from having to confront themselves and each other as individuals. When we step outside of those roles, we give up our protective coloration; our outer shells are gone, and we emerge as vulnerable human beings. Without our shells we are subject to special hurt, but we also face the possibility of new growth -- sometimes a danger in itself. (p. 75)

Although it has been found that the working woman has more influence in decision making than the non-working mother (Heer, 1963), the

percentage of time spent with children and doing household tasks both in the United States (Clark, 1977) and in Russia (Dodge, 1966) has not been significantly influenced by the assumption of the working role by the wife. Rapoport, Rapoport and Thiessen (1974) suggest, in a more positive view of role sharing, that "couple symmetry" (sharing of work roles inside the home and outside the home) contributes to greater enjoyment of everyday activities. In integrating the activities and roles of married men and women, Rapoport and Rapoport (1975) maintain that the concept of equity has advantages over equality. They define "equity" as the fair allocation of both the opportunity and constraints of marriage, while "equality," in a somewhat more difficult application to marriage, connotes the equal distribution of all marital responsibilities.

Turner (1971) hypothesizes that, in a marriage with relatively low substantive home activity as a result of work commitment by both husband and wife, dissolution of marriage may be easier. Other research, notable that of the Rapoports (1969, 1971a, 1971b), Hopkins (1978), Huser and Grant (1978), shows that work commitment by both husband and wife can be accommodated by the marriage.

Berman, Sacks, and Lief (1975), however, describe the two-professional marriage as one in which:

> Underlying the overt illusion of an equal relationship is a covert traditional stance, that is, a superior, strong male and a more helpless, dependent female. This early covert 'contract' tends to result from the wife's early self-image, her underlying needs, and her cultural assumptions, and is supported by the underlying expectations of the man. (p. 246)

This relationship progresses through three periods:

1. Household duties and minor decision making are shared.

2. Woman's perceptions begin to change; she sees herself as more capable.

3. Woman starts to see her husband as a co-worker. The husband has difficulty with this period because he cannot reassert himself as superior, yet acceptance of wife is possibly perceived as weakness by his colleagues and friends.

Berman et al. (1975) suggest the appropriateness of counseling at this time:

> If the couples can be helped through this transition period in a supportive atmosphere of looking at their real and imagined needs, more of these marriages can stay together in an appropriate and mutually beneficial way. However, in many of the relationships, neither member has developed after completing their student years. For these couples it is hoped that relationship counseling can make the separation less destructive and more understanding for both, with the hope they can have a more realistic assessment of their needs and a new partner to fulfill them. (p. 253)

In a study of working wives (Orden & Bradburn, 1969), marital happiness for both partners was lower when the wife was forced to work. The husband's overall happiness was significantly lower because he perceived the negative side of the marriage as greater. The wife saw the positive side of the marriage decrease significantly.

Clavan (1972), commenting on family structure, suggests several implications of the Woman's Movement for the family. The utility of the conjugal family system, care of children as a full-time role, and the subordinate position of the woman are all questioned. Clavan states that sexual behavior as independent from the institutionalized family in the new framework can bring important changes to the family system. His pessimistic implication is that the resulting change to the family system may be a lack of norms for the young population,

alternative lifestyles from this experimentation, and family disorganization.

In summary, the impact that working women will have on the family, in the future, may be substantial because more and more time will be spent away from the home. Benefits of the increasing participation of wives in the labor force for the family include an increased involvement of the husband in family life, greater sharing of the household role by the husband and more economic flexibility because of the second income. Possible detrimental effects from the wife's working include an increase in single-parent families, a general lack of norms and models for children, and, in its extreme, family disorganization.

Husband's participation in the household role. Work force participation by women is demanding a greater sharing of domestic responsibilities by men. All men, however, are not responding to these additional roles in the same manner.

In a study involving families with non-working women, Clark (1977) found that increases in husband's work time reduced significantly the husband's sharing of the child care and recreation. Another study (Hopkins, 1978) found that dual-career husbands with wives in high commitment jobs took on more household chores than traditional husbands. Finally, two-profession couples were interviewed to see if there were any relationships between family involvement in the home and continuous and dissimilar employment history (Weingarten, 1978). Results revealed that a more equitable family work distribution was found in the continuous couple group. Weingarten describes the integration of the new work roles for the dual-career couple in which:

> Couples negotiate with each other so that wives consciously or unconsciously take on the child-care tasks as a means of "compensation" for their hours away from home, and husbands work it out again, not always consciously--so that the family work they do includes the tasks that are less threatening to their masculine status. (p. 51)

Summary of the Review of the Literature

The movement of women into the labor force as a result of better educational opportunities, freedom from time consuming household chores, and the spread of an egalitarian ideology is having repercussions on family life. Both men and women are having to adapt to the resulting new lifestyle created by changing sex-role attitudes.

The literature suggests a trend of increasing support for labor force participation by women. Fewer women believe that children are harmed as a result of maternal employment, and there is also evidence to indicate that women can simultaneously maintain a work commitment and a home commitment.

Conflicting research is reported on the relationship between career status (working or non-working) and the woman's perception of herself. Some investigations indicate no relationship between career orientation and self-concept while others point to a positive relationship between career orientation and "masculine characteristics" and self-concept.

The husband's positive attitude toward the working wife has been found to have a positive relationship with integrating work and family in the marriage. Husbands of working wives seem to accept the dual-career concept better than traditional husbands.

The two-worker marital pattern may be affecting the family. Some research indicates that the working mother has more influence in decision-making and sees herself as more capable than the non-working

mother. Other possible effects of the increase in participation of women in the labor force on the family may be: (a) an increase in single-parent families, (b) an increase in sharing and involvement in household responsibilities including child care by men, (c) an increase in female-headed families, (d) a general lack of norms and models for children, and, in its extreme (e) family disorganization.

For women, the freedom to choose the work option is related to marital happiness, while for men, one investigation found that happiness increased in relation to satisfaction with work for family oriented men but decreased for career oriented men. Marital happiness in dual-career marriage has also been found to be positively related to similarity of spousal needs and to change adaptability.

More married women with children are working, but families with working wives tend to be smaller. The theory of negative effects of maternal employment on children has not been supported by the recent literature.

Investigations of the relationship between marital adjustment and wife career status have offered a variety of conclusions. Many studies showed better marital adjustment for working women, but others found the opposite to be true. Income has been seen to be both positively and negatively related to marital adjustment.

Similarity of spousal perception, husband's emotional maturity, and perceived husband's dominance of the relationship have been found to be related to marital adjustment. Other studies concluded that the ability of one spouse to satisfy the needs of the other was related to marital satisfaction.

It is becoming increasingly easier for women to move into the work force. Because many of these women are married or will become married, the dual-career marriage is becoming a popular lifestyle.

The opportunity to pursue a career may enable women to develop self-confidence, express their creativity, develop their potential, and, at the same time, contribute income to the family unit. Work in a career, however, may also have disadvantages both for the woman and her family resulting from the added roles. Entry of the wife into the work force certainly requires the entire family to make lifestyle changes. Adjustment to new sex roles may cause identity problems for both husband and wife, and also may cause similar difficulties in the social network with friends and family. These and other considerations in the dual-career marriage make it vulnerable to stress.

Paralleling the growth of the female labor force over the past quarter of a century, another important social phenomenon, sometimes referred to as the "Human Potential Movement," has emerged as a dominant influence on individual development. Abraham Maslow's theory of personality, which postulates human needs as arranged in an ordered hierarchy, is one approach to this positive, optimistic and growth-oriented movement. Maslow believed that the essentially "good" inner nature of people is uncovered as they seek to maximize their potential. Human development progresses from lower to higher needs based upon satisfaction of successive levels of need.

Self-actualization, a "growth" need, proceeds only after all lower or "deficiency" needs have been satisfied. Both intrapersonal and environmental conditions support the individual's movement toward

self-actualization and there is some evidence that self-actualizing people tend to choose other self-actualizers as mates.

The development of the whole person must certainly be one of the most important considerations of counselors. Development of potential reaches into every area of life such as career interest, creative development of the person, and love relationships.

In addition to having a focus on the individual, counselors must also be sensitive to the significant love relationships of their clients. Marriage counselors and trainers of marriage counselors must concern themselves simultaneously with the quality of marriage and the full development of each person in the marriage.

This study will help answer some important questions concerning the relationship between self-actualization and marital adjustment in the dual-career marriage.

CHAPTER III

RESEARCH METHODOLOGY

The purpose of this study was to examine self-actualization and the relationship between self-actualization and marital adjustment in dual-career marriages. The Personal Orientation Inventory (POI) (Shostrom, 1964), based upon Abraham Maslow's theory of self-actualization, was used to determine whether or not individuals in selected dual-career marriages differ significantly from each other in levels of self-actualization.

A short demographic questionnaire (Appendix A) was also developed which included the Dyadic Adjustment Scale (Appendix B). The relationships between marital adjustment and selected demographic factors and self-actualization were investigated. Women graduates from the University of Florida's professional schools--medicine, law, and doctoral level graduates--and their spouses, if they were in professional careers, were studied to ensure that dual-career marriages were obtained in the sample.

Research Questions

1. What are the levels of self-actualization of men versus women as measured by the Personal Orientation Inventory (POI)?

2. What is the relationship between levels of self-actualization as measured by the POI and marital adjustment as measured by the Dyadic Adjustment Scale (DAS)?

3. What are the relationships among "pair-total" self-actualization scores for dual-career couples (grouped by high, medium, and low scoring pairs) and marital adjustment?

4. What is the relationship between couple's disparity of self-actualization as measured by the POI (defined as the difference in husband and wife POI scores) and the marital adjustment of each partner?

5. What are the relationships among demographic data, Time Competence and Inner Directed Support POI scales, and marital adjustment?

Population and Sample

The subjects in this study were derived from the alumni records at the University of Florida. A random sample of women M.D., J.D., Ph.D., and Ed.D. graduates was selected from the records and asked to participate in the study (Appendix C).

To obtain a sample of dual-career marriages, the sample was mailed letters asking the following questions:

1. Are you working in the career for which you prepared?

2. Are you married to another professional person? (person in a high-commitment career and advanced graduate study)

3. If the answers to both questions are YES, will you and your husband participate in a study by filling out two questionnaires (one for each of you)? It should take you 20-25 minutes to complete the questionnaires.

The final sample consisted of 50 couples (100 individuals). Each dual-career couple in the sample met the following requirements:

1. The couple was married for a minimum of three years.

2. Each spouse had been working in his/her career for a minimum of four years.

In order for the questionnaire and POI to have maximum value, the dual-career marital pattern needed to be established. Three years of marriage to the same person and working for four years in a high-commitment career were minimum criteria.

Two studies have shown that sampling professional women graduates is a successful way to obtain data on dual-career couples. Poloma and Garland (1971) used Ph.D., M.D., and LL.B. women graduates in their study on professionally employed married women. All women in their study were employed at the time of the interviews which were conducted in the respondents' homes. Both husband and wife were interviewed simultaneously, but separately, to gather data on career commitment in these marriages. In another study of labor force participation by women, Astin (1967) had a 79 percent return rate from a sample of the National Academy of Sciences. Astin found that in 51 percent of the sampled women, the husband had a doctoral degree and in only 10 percent of the sample was the husband not a college graduate. These results suggest that the female professional is very likely to marry another professional person. This selection procedure expedited obtaining a sufficiently large sample.

Individuals studying in the professional schools at the University of Florida represent a very broad geographic mixture of students. A review of the locations of Ph.D. and Ed.D graduate women from the University of Florida from the last 20 years shows a minimum of 39 states and the District of Columbia represented. Since these students study at the University of Florida and, after receiving their degrees, relocate to many states across the country, they are representative of people in these professions.

All of the eligible M.D. graduates (66) were asked to participate in the study. In the group of eligible J.D.s (253), starting with the first name, every other person was asked to participate. In the group of Ph.D.s and Ed.D.s (506), starting with the first name, every fourth name was asked to participate. Since an insufficient sample size was obtained in the first mailing, a second mailing went to an alternate list consisting of the J.D. names not chosen in the first sample and, in the Ph.D. and Ed.D. list, every fourth name starting with the second eligible name.

Since the study required the couple to have been married for three years and for each spouse to have worked in his/her career for a minimum of four years, only women who graduated before Spring, 1976, and their husbands were included in the sample. A postcard (Appendix D) was enclosed with the original letter to the sample group. Couples agreeing to participate were asked to fill out the card with their names, addresses, and respective professions. This card was then mailed to the researcher. The complete packet of material, consisting of two POIs, two DASs, two demographic questionnaires, consent form (Appendix E), letter of instructions (Appendix F), return envelope, and card to request results of the study (Appendix G) was mailed to all eligible participants. Fifty couples, representing 62 percent of those who were mailed the questionnaire, comprised the final sample group.

A follow-up telephone call was made to those respondents who included their telephone numbers on the returned card (Appendix H). The purpose of the call was to thank them for participating and to alert them that the packet of materials was forthcoming. Those

couples willing to participate but who did not return the packet were contacted by telephone after two weeks to remind them to send back the completed questionnaires.

Instrumentation

Personal Orientation Inventory

Everett L. Shostrom, with the consultation of Abraham Maslow, developed the Personal Orientation Inventory in 1962. The POI was developed to reflect the "humanistic view" of self-actualizing individuals as developing their full potentials, living full lives, and being emotionally healthy.

In describing the POI, Shostrom (1976) states:

> The POI's 150 two-choice comparative-value-judgement items reflect significant value judgements as seen by therapists in practice, and are based on the theoretical formulations of several writers in humanistic psychology, including Maslow, Riesman, Rogers, and Perls. (p. 33)

Individuals taking the test select one of two statements which is true for them in each of 150 items. The POI consists of two major scales and ten subscales. The first major scale, Support Ratio, is interpreted in terms of "other-versus inner-directedness." Inner-directed individuals, who are more autonomous, are self-motivated and directed by internalized principles while other-directed individuals respond and react to external forces. The other major scale, Time Ratio, measures the degree to which the person is oriented toward the present and able to blend the past and future into a meaningful continuity.

The POI subscales are designed to measure other facets of the self-actualizing person: Self-Actualizing Value, Existentiality, Feeling Reactivity, Spontaneity, Self-Regard, Self-Acceptance, Nature

of Man (Constructive), Synergy, Acceptance of Aggression, and Capacity for Intimate Contact. Shostrom (1964) chose the test items "because they reflect value orientations which are commonly held and which are held to be significant to one's approach to living" (p. 208).

In scoring the POI, Inner Directed Support and Time Competence, the two basic scales, are first scored. The ten subscales which measure other important elements of self-actualizing are scored separately. In contrast to other diagnostic instruments which primarily assess the degree of pathology of the client, the POI offers a relative measure of the client's mental health. This approach can be more easily interpreted by the counselor in a positive manner due to the non-threatening nature of items on the POI. If the goal of counseling is progress toward self-actualization, then the POI can provide a "point of departure" for the counseling process.

The POI has been critically reviewed by several authors and research using the POI is plentiful. In a study of the construct validity of the POI, Knapp and Comrey (1973) found that the Emotional Stability scale on the Comrey Personality Inventory (CPS) was significantly related to the Time Competence and Inner Directed Support scales on the POI. Results from the 84 college volunteers found that nine of 12 correlations were significantly related at the .01 level of acceptance. In another study of validity (McClain, 1970), peer ratings of counselor's levels of self-actualization were correlated with POI scales. Eleven of 14 POI scales were significantly correlated for self-actualizing individuals. In a final study of validity, based upon student ratings of male dormitory assistants, Graff, Bradshaw, Danish, Austin, and Altekruse (1970) found that the Inner Directed,

Self-Actualizing, Spontaneity, Acceptance of Aggression POI scales predicted the effectiveness of counselors' roles.

Silverstein and Fisher (1973), in a study on the reliability of the POI, using the K-R 20 estimate, found internal consistency of the test to be low to moderate ranging from .28 to .75. Test-retest reliability with a one-week time lapse was found to be .71 with a range of .52 to .82 (Klavetter & Mogar, 1967).

Tosi and Lindamood (1975), in a critical review of the POI, comment that two major deficiencies of the test are its length and its overlap of items in the subscales. The authors suggest a reduction in the number of subscales. Validity and reliability of the POI are reviewed favorably, and the authors report that attempts at "faking" usually result in lower scores. Higher scores may be obtained from "psychologically sophisticated" subjects, however, efforts to respond in socially desirable ways frequently result in lower POI scores.

The POI, in summary, can be regarded as a valid and reliable measure of Maslow's self-actualization construct. Although the POI is not immune to imperfections found in most personality inventories, it provides a meaningful measure of several components of self-actualization in addition to an overall measure of self-actualization.

Dyadic Adjustment Scale

The Dyadic Adjustment Scale (Spanier, 1976) acknowledges a "process" of marital adjustment, but it measures "dyadic adjustment by looking at the process only at specific points on the continuum" (p. 16). Spanier developed the DAS after reviewing many adjustment inventories with methodological inadequacies. A factor analysis determined the adequacy of the definition, the presence of hypothetical components, and items

which were to be included in the scale. The four empirically derived subscales were: dyadic satisfaction, dyadic cohesion, dyadic consensus, and affectional expression.

Spanier (1976) reports that the items determine the individual's "perception" of the adjustment of the relationship. The 32-item questionnaire was normed on 218 married working persons in central Pennsylvania who were employed primarily in one of four industrial or corporate firms.

Three judges evaluated the DAS for item validity. All items were evaluated to determine if they were: (a) relevant measures of dyadic adjustment for contemporary relationships, (b) consistent with earlier work of Spanier and Cole (1974), finding satisfaction, cohesion, and consensus as dyadic components, and (c) carefully worded with fixed choice responses. Criterion-related validity was investigated in an administration to 218 married persons and 84 divorced persons. Each of the 32 items correlated significantly with marital status (the divorced group differed from the married group, $p < .001$). Construct validity was examined in a correlation between the Locke-Wallace Marital Adjustment Scale and the DAS. Correlation was found to be .86 for married respondents.

In an investigation of reliability, Cronbach's Coefficient Alpha, a variant of the Kuder Richardson formula, was used to measure the internal consistency of the DAS.

The author states that the DAS is appropriate for research because:

> For those wishing to use an overall measure of dyadic adjustment, the 32-item scale can be completed in just a few minutes, is only two pages in length, can be easily incorporated into a questionnaire, and can be adpated for use in interview studies. (p. 22).

The range of the scale is 0-151, with higher scores denoting better marital adjustment.

Scale	Reliability	Number of Items
Dyadic Consensus Subscale	.90	13
Dyadic Satisfaction Subscale	.94	10
Dyadic Cohesion Subscale	.86	5
Affectional Expression	.73	4
Dyadic Adjustment Scale	.96	32

Questionnaire

The DAS was attached to a questionnaire. The questionnaire included items about the marriage and about several aspects of career development. The information obtained on the questionnaire was used to answer questions about both marital adjustment and self-actualization.

Analysis of Data

A *t*-test was used to compare levels of self-actualization on all scales of the POI for men's versus women's scores using the .05 level of significance as evidence of difference.

The relationship of marital adjustment and self-actualization was investigated by correlating scores on the POI to DAS subscale and total scores. This procedure was applied to all 100 subjects as a group.

To investigate the third research question, four marital groups were selected on the basis of two criterion cut-off scores (a high and a low). The two criterion cut-off scores were determined by establishing percentiles from the aggregate of all men and women scores on the Inner Directed Support and Time Competence scales. The low scores were in the lower one-third of the group, the mid scores were in the middle

third of the group, and the high scores were in the high one-third of the group. The first marital group consisted of couples in which both spouses scored above the high criterion cut-off on the POI; the second group consisted of couples in which both spouses scored in the mid-range of POI scores; the third group consisted of couples in which both spouses scored below the low cut-off on POI scores; and the fourth group consisted of those couples not included in any of the other three groups. If one of a pair scored three percentile points either below or above a cut-off score and the spouse score was clearly a member of the higher or lower group, the spouse with the borderline score was automatically considered in the same group as the one clearly in the group. An analysis of variance procedure was used to analyze the relationships between Time Competence and Inner Directed Support and DAS total score using couples summed DAS scores as a measure of adjustment.

To investigate the fourth research question in which there was a disparity in couple's self-actualization scores, the Pearson Product Moment correlation was used on couple Inner Directed Support and Time Competence POI disparity score (calculated by subtracting the husband's score from the wife's score) and the sum of husband and wife DAS total score for each couple.

For the fifth research question, analysis of variance was used on the demographic data. Total Dyadic Adjustment, Inner Directed Support, and Time Competence were the dependent variables using all 100 scores as a group.

Limitations of the Study

1. The Dyadic Adjustment Scale and the Personal Orientation Inventory may not be as precise as desired. Dual-career couples

may desire to appear high in marital adjustment to defend the life-style.

2. The sample for this study was chosen from the alumni records of the University of Florida. These graduates and their spouses represent some professional schools which may limit the generalizability of the study. Couples who choose not to participate may also bias the results of the study.

3. This study investigated couples largely residing in the South, and since it represents only graduates from 1950 to 1976, it represents only one age group.

4. Since only married dual-career couples were selected in the sample, this study was limited by its non-consideration of divorced or separated couples.

CHAPTER IV

RESULTS

Results from the questionnaire yielded demographic and career-related data about the sample group. Forty-three subjects held either Ph.D.s or Ed.D.s, 33 subjects held J.D.s, 13 subjects held M.D. or D.D.S. degrees, nine subjects held master's degrees, one subject had an educational specialist degree, and one subject had a bachelor's degree in engineering.

With the exception of the 1955-1959 time period, at least three subjects received their highest degree in every five-year period between 1950 and 1979. Seventy-six members of the sample received their highest degree in the last ten years, 21 received it in the 1960's, and three in 1950-1959 time period.

Seventy-nine subjects were in their first marriage, nineteen subjects had been married twice, and two subjects had been married three or more times. The time relationship between the receipt of degree and the date of marriage to the current spouse is shown in Table 1. Eighteen subjects received their highest degree at least five years before they were married to their current spouse. Fourteen received their highest degree between one and four years before marrying their current spouse. The group who received their degree between one year before and one year after the date of marriage was composed of 15 subjects. Over one-half of the sample (53), however, received their degree at least one year after they were married.

Table 1

Relationship of Receipt of Highest Degree to Date of Marriage to Current Spouse

Received Degree		Number of Subjects
5	Years or More Before Marriage	18
1-4	Years Before Marriage	14
1	Year Before or After Marriage	15
1-4	Years After Marriage	24
5	Years or More After Marriage	29
	Total	100

There was a wide range of ages represented by the sample. Fourteen subjects were 50 years of age or older. Sixteen subjects were between the ages of 40 and 50. By far the largest group (61), however, was between the ages of 30 and 40 and only nine subjects were less than 30 years of age.

Table 2 represents the degree of career satisfaction of the sample. Only five "dissatisfied" and four "neutral" subjects are represented in the sample. A large number (54) of the sample were "very satisfied" in their career and another large group (35) reported that they were "satisfied" in their career.

Length of marriage to current spouse is reported in Table 3. Although 18 couples had only been married for six years or less, couples from other marital groups are widely represented. Five couples had been married 22 years or more and 13 couples had been married between 13 and 21 years.

Table 2

Career Satisfaction

Degree of Career Satisfaction	Number of Subjects
Very Satisfied	54
Satisfied	35
Neutral	4
Dissatisfied	5
No Answer	2
Total	100

Table 3

Length of Marriage to Current Spouse

Number of Years Married	Couples
1-3 Years	8
4-6 Years	10
7-9 Years	9
10-12 Years	5
13-15 Years	8
16-18 Years	1
19-21 Years	4
22-24 Years	2
25+ Years	3
Total	50

Table 4 shows the percentage of time subjects devoted to career and family. As the table shows, a greater than 75 percent allotment of time to career was indicated by only one subject. Fifty subjects, however, responded with a career percentage greater than a family percentage. An equal division of career/family time commitment was indicated by 38 percent of the sample. Only nine subjects responded with a greater percentage devoted to family time.

Table 4

Percentage of Time Devoted to Career and Family

Percentage of Time Devoted to Family	Percentage of Time Devoted to Career	Number of Subjects
0-25%	75-100%	1
25-50%	50-75%	50
50%	50%	38
50-75%	25-50%	9
No Response		2
Total		100

The questionnaire asked subjects to indicate what stage of their career they were in. Eight subjects were in the "exploration" stage, 56 were in the "establishment" stage, and 34 were in the "maintenance" stage.

Table 5 shows responses of the sample to a question on "reason for working." Subjects were asked to indicate their first, second, and third reason for working. For first choice, "self-satisfaction and independence" was clearly the most popular response. "To support

myself and family," second in number of selections for first choice, and "self-satisfaction and independence" dominated the category for first reason for working.

Table 5

Reason for Working

Reason for Working	First Choice	Second Choice	Third Choice
To Support Myself and Family	33	16	14
To Give my Family Extra Income	3	11	10
Self-Satisfaction and Independence	46	27	15
Achievement	8	34	32
Opportunity for Self-Development	10	12	28
Total	100	100	99

This study was an investigation of self-actualization and the relationship between self-actualization and marital adjustment in dual-career marriages. Self-actualization data were obtained by using the Personal Orientation Inventory (POI) and marital adjustment data were obtained by using the Dyadic Adjustment Scale (DAS). The DAS was attached to a questionnaire developed by the author.

In the summer of 1980, data were collected from 50 dual-career couples. All husbands and wives in the sample group had been married to each other for a minimum of three years and had been working in their careers for four years. The sample, being composed of couples in a broad range of careers and living in fourteen states throughout the United States, is representative of professional dual-career

couples. Fifty-seven couples responded out of an original 85 who volunteered to participate in the initial mailing. Seven returned questionnaires were eliminated because of insufficient information or because one spouse chose not to complete the questionnaire. The final sample represented 62 percent of those who were mailed questionnaires.

The results of each research question are presented consecutively:

Research Question #1 — What are the levels of self-actualization of men versus women as measured by the Personal Orientation Inventory (POI)?

In order to test for significance in mean scores for men and women, t-tests were used and the .05 level of confidence was established. Twelve scores measuring twelve dimensions of self-actualization were derived from the POI. All mean scores on each of the ten scales for both men and women fell within one standard deviation of adult norms. Means on the POI scales are not seen to vary from the adult norm group for this dual-career sample.

The POI means and standard deviations for men and women are presented in Table 6. No significant differences were found for either POI major scales or subscales for men versus women.

Research Question #2 — What is the relationship between levels of self-actualization as measured by the POI and marital adjustment as measured by the Dyadic Adjustment Scale (DAS)?

The Pearson r correlation was used to analyze the relationship between the 100 individual POI and DAS scores. Several correlations were found to be significant at the .05 level of acceptance. The correlations between the POI and DAS are shown in Table 7.

The two major scales of the POI, Time Ratio and Support Ratio, were significantly negatively correlated to total DAS score. One of

Table 6

Means and Standard Deviations
on the POI for Men and Women

POI Scale	Women Mean	Women SD	Men Mean	Men SD	p
Time Ratio	.34	.23	.39	.26	.28
Support Ratio	.42	.16	.46	.18	.26
Self-Actualizing Value	20.54	2.40	20.40	2.71	.79
Existentiality	19.12	3.87	19.30	3.44	.80
Feeling Reactivity	15.74	3.20	15.02	3.20	.26
Spontaneity	12.34	2.62	12.40	2.84	.91
Self-Regard	13.36	1.80	13.02	2.10	.39
Self-Acceptance	15.60	3.06	16.10	3.21	.43
Nature of Man (Constructive)	12.60	1.88	11.96	2.33	.13
Synergy	7.16	1.31	7.38	1.32	.41
Acceptance of Aggression	16.14	2.98	16.06	3.50	.90
Capacity for Intimate Contact	16.80	3.03	16.18	3.43	.34

*$p < .05$

Table 7

Correlations Between POI and DAS for All Subjects

Personal Orientation Inventory	Dyadic Consensus	Dyadic Satis-faction	Cohesion	Affectional Expres-sion	Total Dyadic Adjustment Scale
Time Ratio	-.197*	-.119	-.366*	-.050	-.265*
Support Ratio	-.140	.007	.399*	-.162	-.239*
Time Incompe-tence	-.194*	-.105	-.339*	-.064	-.255*
Time Competence	.214	.119	.300*	.062	.256*
Other Directed Support	-.124	.001	-.390*	-.194	-.234*
Inner Directed Support	.196*	.016	.343*	.193*	.262*
Self-Actualizing Value	.194*	.090	.223*	.292*	.258*
Existentiality	.082	.004	.240*	.079	.140
Feeling Reactivity	.079	-.005	.198*	.032	.114
Spontaneity	.226*	-.001	.275*	.105	.236*
Self-Regard	.264*	.052	.160	.231*	.257*
Self-Acceptance	.154	.045	.315*	.131	.225*
Nature of Man Constructive	.161	.056	.120	.183	.177
Synergy	.136	.120	.126	.244*	.192
Acceptance of Aggression	.105	.058	.284	-.020	.160
Capacity for Intimate Contact	.218*	.014	.327*	.080	.247*

*$p < .05$

the components of Time Ratio, Time Competence, was positively correlated while the other component, Time Incompetence, was negatively related. Time Ratio correlated -.27 with DAS total score at the .01 level of significance.

One of the components of Support Ratio, Inner Directed Support, was positively correlated while the other component, Other Directed Support, was negatively related. Support Ratio correlated -.24 with DAS total score at the .05 level of significance.

Dyadic Adjustment Scale total score was also significantly related at the .05 level of significance to POI subscales including Self-Actualizing Value, Existentiality, Spontaneity, Self-Regard, Self-Acceptance, and Capacity for Intimate Contact.

Major scales and subscales on the POI were significantly correlated to DAS scores. Time Ratio and its two components, Time Competence and Time Incompetence, were significantly related to DAS Dyadic Consensus and Dyadic Cohesion subscales at the .05 level of acceptance.

The Inner Directed and Other Directed Support components of the Support Ratio POI scale were correlated significantly to DAS Affectional Expression and Dyadic Cohesion subscales. Inner Directed Support correlated .19 ($p < .05$) with Dyadic Consensus DAS score. Support Ratio correlated -.40 ($p < .0001$) to the Dydadic Cohesion DAS subscale.

Several POI subscales correlated significantly with DAS subscales. Self-Actualizing Value correlated at the .05 level of significance with Dyadic Consensus, Affectional Expression, and Dyadic Cohesion. Existentiality, Feeling Reactivity, Self-Acceptance, and Acceptance of Aggression correlated at the .05 level of significance with only Dyadic

Cohesion. Spontaneity and Capacity for Intimate Contact correlated significantly with Dyadic Consensus and Affectional Expression. Synergy correlated .24 ($p < .01$) with Affectional Expression.

While the Nature of Man POI subscale did not correlate significantly with Dyadic Adjustment or any subscales, the Dyadic Satisfaction subscale of the DAS conspicuously had no significant correlations with the POI or its subscales.

Research Question #3 What are the relationships among "pair total" self-actualization scores for dual-career couples (grouped by high, medium, and low scoring pairs) and marital adjustment?

Marital groups were selected on the basis of criterion cut-off scores on Inner Directed Support and Time Competence. On Inner Directed Support, from the aggregate percentile scores, two cut-off scores were established at the 33 1/3 percentile and 66 2/3 percentile. The low cut-off score fell between 81 and 82 and the high cut-off fell between 90 and 91. For Time Competence, one cut-off score was established at the 50 percentile. Low scores were 16 and below and high scores were 17 and above.

From these POI total percentile scores, marital groups were selected. The marital adjustment of these couples was analyzed by an analysis of variance using the sum of each couple's DAS scores.

Ten low scoring couples, 11 medium scoring couples, 14 high scoring couples, and 15 couples that were mixed were found on Inner Directed Support. On Time Competence, 19 low scoring, 23 high scoring, and eight mixed couples were found.

The analysis of variance procedure found no significant differences (Table 8) among high, medium, and low self-actualizing couples for either Time Competence or Inner Directed Support and Dyadic Adjustment.

Table 8

Analysis of Variance Procedure on Marital Adjustment of High, Medium, and Low Self-Actualizing Marital Groups

POI Scale	Degrees of Freedom	Sums of Squares	F Value	p
Inner Support	3	2902.65	1.76	.1704
Time Competence	2	2132.39	1.97	.1571

*p < .05

Research Question #4 What is the relationship between couples' disparity of self-actualization as measured by the POI (defined as the difference in husband and wife POI scores) and the marital adjustment of each partner?

A Pearson Product Moment correlation was used to investigate the relationship between disparity in husband and wife Inner Directed Support and Time Competence POI scores and the sum of couples' total Dyadic Adjustment scores. The range of Inner Directed Support disparity was from the wife scoring 37 points higher than the husband to the husband scoring 31 points higher than the wife. The range of Time Competence disparity was from the wife scoring six points higher than the husband to the husband scoring seven points higher than the wife.

Results found no significant correlations between Inner Directed Support and Time Competence disparity and Dyadic Adjustment. Table 9 shows these findings.

Research Question #5 What are the relationships among demographic data, and Time Competence and Inner Directed Support POI scales, and marital adjustment?

Table 9

Correlation Between Disparity of Husband and Wife Self-Actualization Score and Dyadic Adjustment

POI Scale	Correlation With Husband/Wife Disparity	p
Inner Directed Support	-0.085	.56
Time Competence	0.073	.62

*p < .05

Analyses of variance were performed on the relationships among data on the demographic questionnaire and Inner Directed Support, Time Competence, and Dyadic Adjustment. All tables for these analyses of variance can be found in Appendix I. Duncan's Multiple Range Test for comparing group means was used to clarify significant analyses of variance.

1. No significant relationships were found between date of receipt of degree and Dyadic Adjustment, Inner Directed Support, and Time Competence. These relationships are shown in Tables A, B, and C.

2. A significant relationship was found for the relationship between receipt of degree and date of marriage, and Dyadic Adjustment. Table D shows this relationship. The Duncan's Multiple Range Test, Table 10, for Dyadic Adjustment found significant difference in the grouping of answer means for the first response, "received degree five years or more before marriage."

3. No significant relationships were found between marital status (number of times married) and Dyadic Adjustment, Inner Directed Support, and Time Competence. These relationships are shown in Tables E, F, and G.

Table 10

Duncan's Multiple Range Test for Dyadic Adjustment on "Relationship Between Receipt of Degree"and Date of Marriage

Answer	N	Mean	Group Membership
5 Years or More Before Marriage	18	118.33	A
1-4 Years After Marriage	24	111.54	B
5 or More Years After Marriage	29	109.83	B
1-4 Years Before Marriage	14	108.43	B
1 Year Before or After Marriage	15	107.87	B

Note: The Duncan's Multiple Range Test was used to group the answers into homogeneous subsets in which means of any two groups within a subset are not significantly different at the .05 level of acceptance.

4. No significant relationships were found between birthdate, and Dyadic Adjustment, Inner Directed Support and Time Competence. Tables H, I, and J show these results.

5. No significant relationships were found between the number of children in the family, and Dyadic Adjustment, Inner Directed Support and Time Competence. These results are shown by Tables K, L, and M.

6. A significant relationship was found between career satisfaction and Dyadic Adjustment as shown in Table D. Table 11 shows the grouping of means for the five answers. The first four answers form a homogeneous subset and the last four answers also form a homogeneous subset. Although group overlap exists in the three middle answers,

the "very satisfied" answer was found to be distinct from the "dissatisfied" answer in terms of higher dyadic adjustment.

Table 11

Duncan's Multiple Range Test for Dyadic Adjustment on Career Satisfaction

Answer	N	Mean	Group Membership	
Very Satisfied	54	113.04		A
No Answer	2	112.00	B	A
Satisfied	35	111.14	B	A
Neutral	4	103.00	B	A
Dissatisfied	5	99.60	B	

7. A significant relationship was found between the most important reason for working and Inner Directed Support (Table L). Table 12 shows the grouping of means for the five answers. The first four answers form a homogeneous subset and the last two answers form a homogeneous subset. Although group overlap exists in the fourth answer, the "achievement" answer was found to be distinct from the first three responses in terms of lower Inner Directed Support.

8. No significant relationships were found for length of time between marriages, and Dyadic Adjustment, Inner Directed Support and Time Competence. These results are shown in Tables N, O, and P.

9. No significant relationships were found in career/family percentage, and Dyadic Adjustment, Inner Directed Support and Time Competence. The results are shown in Tables Q, R, and S.

Table 12

Duncan's Multiple Range Test for Inner Directed Support on Reason for Working

Answer	N	Mean	Group Membership	
To Give My Family Extra Income	3	93.67		A
Opportunity for Self-Development	10	89.40		A
Self-Satisfaction and Independence	46	88.09		A
To Support Myself and My Family	33	84.76	B	A
Achievement	8	78.25	B	

10. A significant relationship was found between career stage and Dyadic Adjustment (Table Q). The Duncan's Multiple Range Test for Dyadic Adjustment on career stage found grouping of the mean of the "maintenance" answer to be significantly different from the means of the remaining answers. Table 13 shows these results.

Table 13

Duncan's Multiple Range Test for Dyadic Adjustment on Career Stage

Answer	N	Mean	Group Membership
Maintenance	34	117.21	A
Establishment	56	108.84	B
Slowing Down	2	106.00	B
Exploration	8	104.50	B

CHAPTER V

DISCUSSION, CONCLUSIONS AND IMPLICATIONS

Discussion

One of the major questions addressed by this research was the self-actualization of men and women in dual-career marriages as measured by the Personal Orientation Inventory. Although Slali (1979) investigated how the relationships of professional women related to the self-actualization of their husbands and Huser and Grant (1978) studied the levels of self-actualization for dual-career versus traditional husbands and wives, no research was found which specifically examined level of self-actualization for dual-career husbands and wives. A possible explanation for the lack of research on human development in dual-career marriage is the only recent rapid increase in the number of dual-career marriages.

When the levels of self-actualization between men and women in the dual-career marriages were compared, no significant differences were found for either the major scales or subscales on the POI. These results are parallel to the conclusions reached by King (1974) that self-actualizers choose other self-actualizers as mates. The findings tend to contradict, however, at least for dual-career women, the research in two studies. Foulds and Warehime (1971), in an investigation of the self-actualization of men and women subjects, found that women scored higher on 10 of 12 POI scales. The findings also differ

from an investigation of Schroeder (1973) which found, when self-actualization scores of males and females were compared, that females scored higher on 11 of 12 POI scales. Perhaps the effort to balance career and family demands in a dual-career marriage requires a sacrifice in personal development for women.

On the other hand, the results seem to support the premise that neither sex is disproportionately disadvantaged in the dual-career marriage in terms of personal growth. It is likely that the sharing of roles in the family provides for an equalization of role strain resulting in a mutual accommodation for the needs of the spouse. The pressure to conform to societal roles is greater in the dual-career marriage. The capacity, however, to absorb the pressure seems to be greater.

There is research to indicate more problems and stress, both for women as a group and men as a group, because of the dual-career marriage. Women are experimenting with new careers. In this process they are either maintaining responsibilities for home and family or attempting to shift some home duties to the husband. The husband, however, is not immune to problems. He may have difficulty understanding his wife's commitment to a career, and he may not be willing emotionally to accept home and child care responsibilities which he considers undignified. These changing roles may be affecting the personal growth of husbands and wives in these marriages. This study was an attempt to investigate the relationships between husbands' and wives' self-actualization in dual-career marriage. Results seemed to indicate that neither men nor women in these marriages are paying a disproportionate cost in personal growth.

A significant relationship was found between POI Time Competence scale and Total Dyadic Adjustment. In general, the results show a significant relationship between the tendency of the person to live primarily in the present with awareness and contact and high marital adjustment. It is possible that persons primarily oriented to the past and future are unresponsive to marital concerns because of emotional investment in thinking of the past or in hope that conditions will change in the future. Perhaps individuals who have fewer worries connected with the past and whose current living situation is stable are freer to devote themselves to their marriage. Awareness of persons living in the present to the world around them and to the needs of others may facilitate their sensitivity to the marriage.

The results also show a significant correlation between scores on the Inner Directed Support and Total Dyadic Adjustment. Self-actualizing subjects, being primarily independent and self-supportive (Inner Directed), tend to perceive their relationships as more adjusted. One explanation from these results is that Inner Directed people are less concerned about their relationships and, hence, tend to assume it is adjusted. A more likely explanation, however, is that Inner Directed persons, being less supported by the views of others, are freer to resolve conflicting issues and to take the initiative in solving marital concerns with the spouse. Being less supported by the views of the spouse, the Inner Directed person might not carefully weigh the advantages of making a statement about a problem. The Other Directed person, however, being more supported from the spouse, might have a tendency to wait for cues from the spouse before addressing a problem. The inclination of individuals in a dual-career marriage to be achievement

oriented and fearful of risking failure (Rice, 1979, p. 34) strengthens the plausibility of this problem.

Conversely, the results show a significantly negative relationship between Time Incompetence and Other Support scales and Total Dyadic Adjustment. From the findings on the Support and Time Competence scales, it is understandable that this negative relationship should exist. Lower ratios represent greater time incompetence and a tendency to be "other" directed. These relationships may indicate a greater tendency for lower scoring subjects to deal inadequately with concerns of the relationship. Perhaps their greater investment in support from others and inclination to live in the past or future limits their capacity to respond to matters of daily living in the marital dyad.

A significant correlation was found between Self-Actualizing Value and Total Dyadic Adjustment. These results are parallel to those of Slali (1979) who found that high self-actualization rates were related to marital success for husbands of professional women. The self-actualizing person, among other qualities, has been characterized as having deeper and stronger interpersonal relations (Maslow, 1954, pp. 200-208). If, indeed, these characteristics are inherent in self-actualizing people, well-adjusted marital relationships may be facilitated.

Spontaneity was also found to be correlated significantly to Total Dyadic Adjustment. Perhaps individuals who have the capacity to freely express themselves to the spouse are less inclined to withhold troubling marital concerns. Distortions often result from incomplete messages. The open and free discussion of concerns which relate to the marriage can often clear up misperceptions which have been communicated

nonverbally. These unexpressed messages from the spouse may start a series of interactions between husband and wife which are harmful to the marriage. Clear and direct verbal communication can mitigate against the formation of distorted communication patterns.

A feeling of high self-worth, Self-Regard, was found to be correlated to Total Dyadic Adjustment. One could argue that individuals with high self-regard might be less concerned with the quality of their marriages because of self-centeredness and less concern for the welfare of others. It is more likely, however, that individuals with better feelings of themselves have more self-confidence, more faith in the potential of others, and an overall positive attitude. It is possible that this feeling of high self-worth pervades other aspects of their lives, including their reported perception of love relationships. It is also possible, however, that this feeling of high self-worth at times may blind them to important realities in their lives.

Self-Acceptance also correlated significantly with Total Dyadic Adjustment. It is reasonable to assume that individuals who are high in self-acceptance and understand their limitations deal with others nondefensively and, hence, facilitate problem-solving in marriage.

The final subscale of the POI which was found to correlate significantly to Total Dyadic Adjustment was Capacity for Intimate Contact. Certainly, it is likely that the capacity for good intimate relationships is related to marital adjustment. Knowing that one is accepted and cared for by another person contributes to marital adjustment.

Of the four DAS scales, Dyadic Cohesion was found to have the highest significant correlations to POI scores. Several studies (Rice, 1974; Rapoport & Rapoport, 1969; Hunt & Hunt, 1977) have reported the

difficulty encountered by dual-career couples in accommodating work and family roles in the marriage. Perhaps the dual-career lifestyle forces the couple to communicate and to work together because of role overlap.

The Dyadic Cohesion relationship showing the highest significance with a POI subscale, Support Ratio, is interesting in view of the tendency for "other-directed" persons to be supported by the views of others. This result may be explained by a hesitancy of "other-directed" individuals to be independent and a tendency for them to rely on others in initiating activity. These results fall in line with the observations of Rice (1979):

> Moreover, if one partner feels a greater degree of commitment to the relationship than is perceived to be present in one's spouse, feelings of vulnerability can result. The more committed spouse may then withdraw to a more distant but comfortable emotional level. The less committed spouse will subsequently feel the partner's distance and be perplexed by it. All these song-and-dance maneuvers tend to delay married individuals' being able to sense a true commitment to the relationship. (p. 39)

The only DAS subscale with no significant correlations to the POI was Dyadic Satisfaction. It appears from the results that self-actualizers are just as apt to be dissatisfied as they are to be satisfied in their marriages. Dual-career marriages are likely to have a wide range of marital satisfaction.

A comment from one subject in the study may suggest a reason for the positive significant Dyadic Cohesion relationship and lack of significant Dyadic Satisfaction relationship with POI scales. One husband remarked, "We will make it work . . . separation is not considered." Another subject wrote, "I'm married 24 hours a day." These comments reflect the cohesiveness of some dual-career marriages and, simultaneously, reveal a more subtle need to maintain a balance between personal and marital goals.

Research Question #3 investigated the relationship between husband and wife self-actualization disparity and dyadic adjustment. Disparity between husband and wife self-actualization level was not found to be significantly related to marital adjustment. These results may indicate that couples with a high self-actualizing person and a low self-actualizing person are not more likely to experience poor marital adjustment than marriages with two high or low self-actualizing individuals. Varying degrees of movement toward self-actualization apparently can be tolerated by the dual-career marriage. Given this general perspective, it is not unreasonable to assume that a large measure of flexibility is important for the healthy functioning of the marriage. The dual-career marriage may go through several major emotional changes when the wife interrupts her career to have a child or when work demands come in conflict with family demands. Healthy marriages may be better able to cope and adjust with change. The difficulty in balancing career and family demands with the heavy time commitments required by each individual forces the couple to be concerned that the relationship is working out fairly for both. The results may indicate that differential growth of husband and wife can be tolerated by the dual-career marriage.

Research Question #4 investigated "couple-level" self-actualization rates and their relationship to dyadic adjustment. The group in which both husband and wife scored in the upper self-actualizing percentile range did not have significantly higher marital adjustment than either the medium or low groups. Perhaps in marriages where there is high commitment to careers, there is an effort to maintain the stability of the marriage irrespective of the similarity of self-actualization

level. Even though there is a significant relationship between individual levels of self-actualization and dyadic adjustment, similar levels of self-actualization for couples is not related to dyadic adjustment. These results are not dissimilar to those of Hittle (1979) who found "actualizing marital relationships" among only eight of 182 subjects who described their marriages as "very happy."

Both husband and wife in the dual-career marriage may have a heightened sense of the importance of equity in the relationship. Since both partners feel that rewards and sacrifices should be fairly distributed, it is reasonable that both husband and wife may adjust their own level of personal development and not adversely affect their marital stability.

Results here suggest that a marital relationship with two self-actualizing individuals is not more likely to be adjusted than a relationship in which neither individual is self-actualizing. Perhaps in marriages with self-actualizing partners, individual concerns outweigh marital concerns. These results might also be interpreted to mean that self-actualizing persons may have a negative reaction to the personal growth of the partner if this growth is perceived as being equal to or greater than their own. If the freedom to develop personally is restricted in any sense because of ambivalent feelings toward this growth, marital adjustment might be adversely affected. Rice (1979) addresses this issue as it pertains to the wife's career:

> The wife's rapid advancement can result in the perception of differential growth rates and changing expectations, leading to conflict. . . . wherever there is differential growth on the part of the spouses, a period of vulnerability to crisis can occur. Healthy marriages have the flexibility to cope

> with the ebb and flow of each partner's life, achieving new understandings and adjustments where necessary. (pp. 73-74)

It is interesting to note that this same relationship does not hold true for "individual" scores as discussed in Research Question #2. In this analysis, self-actualization scores are significantly related to dyadic adjustment for individuals. Self-actualizing individuals may have a greater reliance on their own view of the quality of their marriage as being well adjusted. When couples are stratified, however, into high, medium, and low self-actualizing groups, the analysis reveals that the level of self-actualization of the couple is not related to marital adjustment.

Several analyses of variance were performed on the relationships among the demographic data, and Dyadic Adjustment, Inner Directed Support, and Time Competence scales. Although "date of receipt of degree" did not show any significant relationships with the dependent variables, the relationship between marriage date and "receipt of degree" did show a significant relationship. Since the answer which differed significantly was "received degree five years or more before marriage," this finding is not unreasonable in view of difficulties sometimes encountered in starting professional careers. A certain amount of career stability may provide a sound foundation for the formation of a marriage. Five years, and in many cases in the sample population more than five years, should be ample time to establish a new career.

It has been suggested by Bebbington (1973) that the dual-career marriage may accommodate high levels of stress because stress is perceived and experienced differently. Perhaps this ability to accept high stress levels explains partially the insignificant results among

birthdate, number of children, and number of times married, and Dyadic Adjustment, Time Competence, and Inner Directed Support. It is not unreasonable that flexibility in dealing with daily problems may counteract challenges to personal growth and marital adjustment. The potential negative effects of life events may be mitigated against by this tolerance.

Several career-related demographic questions had significant relationships with Dyadic Adjustment and Inner Directed Support. The "very satisfied" answer to a question asking respondents to rate their career satisfaction adds further evidence to the importance of the significant relationships between positive career-related data and good marital adjustment. Perhaps there is a spillover effect into the marriage of satisfying work in a career. A well-adjusted marriage may have a similar effect on a career.

Two other career questions had significant relationships with Inner Directed Support and Dyadic Adjustment. The grouping of the "achievement" answer as being distinct from the remaining answers, with exception of an overlap with one other answer, suggests that individuals with "achievement" motivation may receive less direction through internalized principals. Individuals who form dual-career marriages are extremely achievement oriented (Rapoport & Rapoport, 1969; Rice, 1979), particularly in their own careers. Perhaps the goals of achievement oriented individuals must be reinforced from external sources. Achievement is a personal goal but, as the data suggest, does not seem to be supported from within the person. These results are parallel to the comments of Rice (1969) who describes dual-career individuals as people needing constant reassurance that they are succeeding in their careers.

The final career-related variable which was related significantly to Dyadic Adjustment was career stage. This finding is consistent with results which found higher adjustment for individuals who married at least five years after receiving their highest degree. Perhaps some of the uncertainty that coincides with the establishment of career and the financial stresses involved in starting a career have been minimized by the group in the maintenance stage.

Dual-career marriage offers its participants the opportunity to pursue two careers in one marriage. The amount of time that husband and wife divide between the marriage and the careers is a consideration which may involve the quality of marriage. The results of this study show that the percentage of time devoted to family and career is not significantly related to marital adjustment. These results are parallel to those of Gannon and Hendrickson (1973) and Safilios-Rothschild (1970) who found that it was possible to have a "dual-allegiance" to both work and family. It is also possible, since this analysis was performed on individual scores, that in some marriages there exists a balance of career and family commitment contributing to marital adjustment which is not revealed by this analysis.

The results of Research Question #5 showed that there were three career-related factors from the questionnaire with a high degree of relationship to marital adjustment. Establishing a career well in advance of marriage, considering one's career to be in the "maintenance" stage, and being "very satisfied" in one's career all related to marital adjustment. These findings seem to support the conclusion that, for individuals in dual-career marriages, career stability, career satisfaction, and delay of marriage contribute significantly to the sound foundation for a well-adjusted marriage.

Conclusions

The findings of this study lead to the conclusion that it is not the couple's "joint" orientation toward self-development but "individual" orientation to self-development which relates to marital adjustment. It is not unreasonable to conclude from these results that individual development plays a greater part in higher marital adjustment than does the similarity of couple development.

The findings may also suggest that what is responsible for the different manner in which "couple" and "individual" self-actualization levels relate to dyadic adjustment can be explained by the perceived personal growth of self-actualizing persons to their spouse and to the way they relate it to their marriage. The personal growth of one partner may be interpreted as a threat to the marriage.

Results from the questionnaire indicated that several career-related variables related to high marital adjustment. The positive relationship of career and marital adjustment might be interpreted to mean that there is a spillover relationship between career satisfaction and stability in marriage. It is reasonable to conclude that a positive experience in one area of life can be reflected in other areas. For dual-career marriage, family and career seem to be strongly related. From these results, it is more than possible to conclude that a stable and secure family situation may also positively influence career development.

The increasing popularity of the dual-career marriage dramatically expresses both the changing values and the changing family structure in contemporary society. The pressure to conform to societal roles, though still a powerful force in influencing behavior, is less of a deterrent to

making career decisions. It seems the emphasis on individual human development in the last two decades has partially resulted in a resistance to internalizing the values of society. The rise in the number of working women who are married and the proliferation of variant family forms suggest that people are responding to the personal values which they themselves believe are important.

In addition to a general values shift, economic conditions have certainly contributed to the emergence of the dual-career marriage as a popular marital pattern. Many couples have been unwilling to sacrifice their high standard of living in spite of inflation, difficult employment patterns, and general economic instability. Ironically, these conditions have resulted in increased pursuit of the economic rewards of work. One solution to the problem for families has been for the wife to go to work.

There is evidence that the traditional work ethic has been redefined. Personal values and interests are receiving more emphasis in contrast to former attitudes which disregarded personal qualities. This major change in society has contributed to the rapid increase in the number of dual-career marriages. These shifting personal priorities are requiring researchers to closely examine the potential socioeconomic and psychological consequences to the individual and to important institutions like marriage.

The dual-career marriage is presented with many difficult dilemmas as a variant family form. These two-worker families are attempting to define new norms for behavior against incompatible cultural norms. Dual-career marriages, which facilitate the development of two careers, must learn more egalitarian family roles to accommodate the changes of additional responsibilities.

In a marriage with two individuals who are achievement oriented, personal goals may come in opposition to family stability. Couples must learn to balance career, personal, and family demands so that individual concerns can be pursued without damaging the interpersonal relationship.

The current trend toward a more democratic family organization is easing the stress for both husband and wife. Changes in cultural norms are liberating women. New opportunities for self-expression are being encouraged by husbands more sensitive to the needs of their wives.

Dual-career marriages can benefit from this more complicated life-style in several ways. Dual-career marriage not only has the advantage of advancing the potential for better financial security, but it can provide for temporary periods of time in which one spouse can "drop out" of his/her career. Additionally, this marital form can provide for reciprocal career facilitation. This "cross fertilization" effect is especially important when the career of one spouse is not satisfying or during periods of unemployment.

For many, career satisfaction gives meaning to life. In a society experiencing a reduced pressure to conform to traditional values and the spread of a more egalitarian ethic, individual development and, hence, career development of people sensitive to these changes is being facilitated.

It is reasonable to assume that some backlash will result from these changes in societal values. Some individuals will feel an opposing pressure to start a career when, in fact, they are not motivated toward working. Their reason for working certainly will affect their attitude about work.

The dual-career marriage may have other adverse effects for the family unit. Among these are difficulty in friendship formation, social isolation of the family, reduced leisure time and reduced time with friends and relatives, and the increased stress of multiple roles.

In spite of potential difficulties, the dual-career marriage offers much promise as an adaptive marital pattern for the future. While the costs of living with a person in a high-commitment career must be weighed against the rewards, the dual-career marriage offers practical and rewarding solutions to existing marital challenges in contemporary society.

Implications

For Counselors

It would seem prudent for counselors to be sensitive to the significance of each spouse's level of self-actualization in viewing marital adjustment. This understanding may be more valuable in the course of counseling than understanding the similarity of couple self-actualization. Perhaps individuals who choose to form dual-career marriages are more inclined to exercise their individual interests including their unique personal commitment toward marriage.

These results have important implications for counselors. Counselors need to be aware of the strong relationships between career and family commitment for dual-career couples. Although dissatisfaction with work may not necessarily mean poor marital adjustment, counselors should be aware of the possible relationship.

Counselors need to be aware of the problems and needs of dual-career marriage in order to gain the confidence of couples receiving counseling. Counselor education programs that train marriage counselors

should incorporate marriage counseling training for unique populations to improve effectiveness in dealing with dual-career and other variant marital groups.

Additionally, it would be beneficial to instruct dual-career couples who are counselors to develop skills for dual-career marriage counseling. Self-disclosure of personal solutions to problems may teach other dual-career couples to solve their own problems.

In the course of marriage counseling training, counselors need to be made aware of their own sex-role stereotypes. Counselors working with dual-career marriages need to consider each individual couple and the two people in it, rather than ascribing preconceived attitudes about marriage to unique marital populations.

It would also seem important that counselors working in career counseling and placement have an understanding of some of the complexities of the dual-career marriage. Placement counselors will need to provide information about companies and institutions who do not discriminate in employment decisions because two prospective employees are married. Career counselors will need to be able to help their dual-career clients make decisions about relocation, promotions, precedence of one career over the other career, and other related career and family relationships.

Understanding the positive and negative consequences of the dual-career marriage is important for counselors because they will be seeing more marriages in which two people are working in high-commitment careers. Counselors need to be aware of the unique problems of the dual-career marriage. Since a balance does exist between personal development and the adjustment of the marriage, counselors will be

better equipped to deal with the personal versus marital issues with more sensitivity if they have this knowledge. It is important for counselors to appreciate both the husband's and wife's perspective on marriage and how the personal development relates to the marriage.

For Research

The results of this study raise some additional questions about the dual-career marriage. Although this research found no significant differences in levels of self-actualization between men and women, suggesting that neither sex in the dual-career marriage seems to be disadvantaged in personal growth, further investigations should be conducted for other dimensions of personality. These relationships, in like manner, should be compared to marital adjustment. Additional studies should investigate dual-career marriages to see if the same relationships between couple and individual POI scores and dyadic adjustment remain the same. Further research should investigate both dual-career and traditional family forms to study the relationships between career-related data and marital adjustment. Finally, studies should be made of two-worker careers in occupational fields other than professional careers to investigate marital adjustment.

APPENDIX A

QUESTIONNAIRE

I am conducting doctoral research on the DUAL-CAREER marriage. The purpose of this research is to investigate some of the concerns in this type of marriage. All information will be treated in strictest of confidence.

1. What is your highest degree? (please circle)
   1. Ph.D.
   2. Ed.D.
   3. J.D. or LL.B.
   4. M.D.
   5. Other (please specify) _____

2. When did you receive this degree?

   _____ _____
   Month Year

3. After earning your bachelors degree, when did you begin work on your advanced degree?

   _____ _____
   Month Year

4. What is your present marital status? (please circle)

   1. first marriage
   2. second marriage
   3. married for a third or subsequent time

5. What is your birthdate?

   _____ _____
   Month Year

6. How many children do you have? (please circle)
   1. one
   2. two
   3. three
   4. four or more

7. If you have two or more children, what are the ages of the oldest and the youngest?

   _____ _____

8. Are you presently working in the career for which you prepared? (please circle)
   1. part time
   2. full time
   3. temporarily not working
   4. I have changed careers (please indicate to what career)_____

9. Please identify the work you currently do.
   Title _____
   Brief description _____
   _____

10. Are you satisfied in your present career? (please circle)
    1. very satisfied
    2. satisfied
    3. neutral
    4. dissatisfied
    5. very unsatisfied

11. From among the following choices, please list your first, second, and third reasons for working.
    1. to support myself and my family
    2. to give my family extra income
    3. self-satisfaction and independence
    4. achievement
    5. opportunity for self-development

    _____ _____ _____
    1st 2nd 3rd

12. Have you ever declined a job because of family responsibilities? (please circle)
    1. yes
    2. no

13. If your answer to the above question was YES, please specify WHY. (please circle all correct answers)
    1. too much time away from home
    2. demands of children
    3. would have had to move
    4. current spouse objected
    5. other (please specify) _____

14. How long have you been married to your current spouse?

    _____ _____
    Years Months

15. If this is not your first marriage, how long has it been since your previous marriage?

    _____ _____
    Years Months

16. What percentage of your time do you spend on the following? (please only designate in increments of 25 percent--e.g., 25%, 50%, 75%)
    1. Family _____
    2. Career _____

17. If you had to characterize the stage of your career, what would it be? (please circle)
    1. exploration (examination of the career field)
    2. establishment (making a place for myself)
    3. maintenance (continuation of established direction)
    4. slowing down (demands of work become less)

APPENDIX B

DYADIC ADJUSTMENT SCALE

MOST PERSONS HAVE DISAGREEMENTS IN THEIR RELATIONSHIPS. PLEASE INDICATE BELOW THE APPROXIMATE EXTENT OF AGREEMENT OR DISAGREEMENT BETWEEN YOU AND YOUR PARTNER FOR EACH ITEM ON THE FOLLOWING LIST.

	Always Agree	Almost Always Agree	Occa-sionally Disagree	Fre-quently Disagree	Almost Always Disagree	Always Disagree
1. Handling family finances						
2. Matters of recreation						
3. Religious matters						
4. Demonstration of affection						
5. Friends						
6. Sex relations						
7. Conventionality (correct or proper behavior)						
8. Philosophy of life						
9. Ways of dealing with parents or in-laws						
10. Aims, goals, and things believed important						
11. Amount of time spent together						
12. Making major decisions						
13. Household tasks						
14. Leisure time interests and activities						
15. Career decisions						

	All the Time	Most of the Time	More Often Than Not	Occa-sionally	Rarely	Never
16. How often do you discuss or have you considered divorce, separation, or terminating your relationship?						

17. How often do you or your mate leave the house after a fight?	All the Time	Most of the Time	More Often Than Not	Occa-sionally	Rarely	Never
18. In general, how often do you think that things between you and your partner are going well?						
19. Do you confide in your mate?						
20. Do you ever regret that you married? (or lived together)						

	All the Time	Most of the Time	More Often Than Not	Occa-sionally	Rarely	Never
21. How often do you and your partner quarrel?						
22. How often do you and your mate "get on each other's nerves?"						

	Every Day	Almost Every Day	Occa-sionally	Rarely	Never
23. Do you kiss your mate?					

	All of Them	Most of Them	Some of Them	Very Few of Them	None of Them
24. Do you and your mate engage in outside interests together?	_____	_____	_____	_____	_____

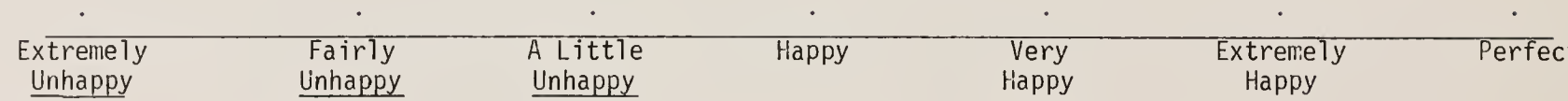
How often would you say the following occur between you and your mate?

	Never	Less Than Once a Month	Once or Twice a Month	Once or Twice a Week	Once a Day	More Often
25. Have a stimulating exchange of ideas	_____	_____	_____	_____	_____	_____
26. Laugh together	_____	_____	_____	_____	_____	_____
27. Calmly discuss something	_____	_____	_____	_____	_____	_____
28. Work together on a project	_____	_____	_____	_____	_____	_____

These are some things about which couples sometimes agree and sometimes disagree. Indicate if either item below caused differences of opinions or were problems in your relationship during the past few weeks. (Check yes or no)

	Yes	No	
29.	_____	_____	Being too tired for sex
30.	_____	_____	Not showing love

31. The dots on the following line represent different degrees of happiness in your relationship. The middle point, "happy," represents the degree of happiness of most relationships. Please circle the dot which best describes the degree of happiness, all things considered, of your relationship.



32. Which of the following statements best describes how you feel about the future of your relationship?

____ I want desperately for my relationship to succeed, and would go to almost any length to see that it does.
____ I want very much for my relationship to succeed, and will do all I can to see that it does.
____ I want very much for my relationship to succeed, and will do my fair share to see that it does.
____ It would be nice if my relationship succeeded, but I can't do much more than I am doing now to help it succeed.
____ It would be nice if it succeeded, but I refuse to do any more than I am doing now to keep the relationship going.
____ My relationship can never succeed, and there is no more that I can do to keep the relationship going.

APPENDIX C

LETTER TO SAMPLE GROUP

Dear

I am doing a dissertation on dual-career marriages. This marital pattern is becoming more important as more women enter the labor force.

Dual-career marriages are increasing in number. They are requiring the special attention of both men and women because of the benefits, rewards, and concerns the marriage has for its participants.

I NEED YOUR HELP! If you have a dual-career marriage, you can be of great help to me. Any information you give will be completely confidential.

1. Are you working in the career for which you prepared? (part-time or full-time)

2. Are you married to another professional? (person in a high-commitment career and advanced graduate study)

3. If the answers to both questions are YES, will you and your husband participate in a study by filling out two questionnaires (one for each of you). It should take you 20-25 minutes to complete the questionnaires.

Your name was selected in a random sampling process, so I would be most grateful for your participation. If you participate in the study, I will be happy to provide you with a summary of the findings.

This study can be of great importance to professionals attempting to investigate the special benefits and concerns of the dual-career marriage. This lifestyle is, indeed, unique.

If you would be willing to fill out two short questionnaires, please fill out the enclosed stamped postcard and drop it in the mail.

MANY THANKS!

Sincerely,

Stuart Young, Ed.S.
Instructor
University of North Florida

APPENDIX D

RETURN POSTCARD FOR PARTICIPATION

I would like to participate in the study of DUAL-CAREER marriage.

NAME _____
ADDRESS _____
_____

YOUR PROFESSION _____
HUSBAND'S PROFESSION _____
TELEPHONE NUMBER (WORK) _____
TELEPHONE NUMBER (HOME) _____

THANK YOU!

APPENDIX E

INFORMED CONSENT FORM

The purpose of this study is to investigate the needs, benefits, and concerns of both husband and wife in the dual-career marriage (a marriage in which both husband and wife pursue high-commitment careers) through a mailed questionnaire. This study will help us in our understanding of self-development and adjustment in the dual-career marriage.

Please do not hesitate to call me at the University of North Florida at (904) 646-2955 if you have any questions about the study. I regret I am unable to pay you for your participation in this study due to size of the sample group.

You are not obligated to participate in this investigation, but your participation is very important to me.

THANK YOU!

I have read and I understand the procedure described above. I agree to participate in the procedure and I have received a copy of this description.

Signatures: _____
Subject

_____
Witness

_____
Your profession

_____
Your husband's profession

_____
Address (Number and Street)

_____
Address (City or Town)

_____
Telephone

Stuart Young, P. O. Box 17074, Jacksonville, Florida
Principal Investigator's name and address

APPENDIX F

LETTER OF INSTRUCTIONS

Dear

Thank you for your willingness to participate in this study of dual-career marriage. The purpose of this study is to determine the needs, rewards, and concerns of both men and women in this kind of marriage. I am also interested in any of the special problems and stresses the dual-career arrangement may cause. We need to know much more about this increasingly popular marriage to be more effective in helping dual-career couples.

Enclosed are two sets of questionnaires which I would appreciate you and your husband filling out. Since you are a working professional person and married to another professional person (as you indicated), I would like to include you in the sample. I hope you and your husband will take a few minutes to respond to the questions as honestly and candidly as you can. You should be able to complete the questionnaire in about 20-25 minutes.

I would like to assure you that the information you provide is anonymous and completely confidential. The results of this study will only be presented in summary form. Your name will never be identified with the questionnaires.

Please do not discuss the results of your questionnaire with those of your spouse as it may affect your answers. Please make any comments you like on the back of the last page.

I will be happy to send you the results of this study when it is completed. Just fill out the card which is included in this packet and mail it back separately from the questionnaire.

Your participation is entirely voluntary, but your cooperation is tremendously appreciated. Both questionnaires are needed to obtain a sufficient sample size. Please take a few minutes to fill out the questionnaires and, if possible, return them within ten (10) days from receipt of this letter. No postage is required on the return envelope.

Sincerely,

Stuart Young, Ed.S.
Instructor
University of North Florida

APPENDIX G

RETURN POSTCARD FOR RESULTS

Please send a copy of your findings on the study of DUAL-CAREER marriage to:

NAME _____

ADDRESS _____

_____

APPENDIX H

TELEPHONE FOLLOW-UP CALL TO SUBJECTS

Hello

I received your card recently indicating your willingness to participate in my study on dual-career marriage. This is certainly appreciated.

Within the week you should be receiving a packet of information containing the questionnaires. If you and your spouse will complete and mail the enclosed information within ten days, it would be very helpful to me.

I will send you a summary of the findings of the study as soon as the results are tabulated.

THANKS AGAIN FOR YOUR ASSISTANCE.

Goodbye

APPENDIX I

Table A

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Date of Receipt of Degree	4	283.48	.49	.74
Career Satisfaction	4	1124.75	1.95	.11
Interaction of Date of Receipt of Degree and Career Satisfaction	7	602.31	.60	.76
Most Important Reason for Working	4	147.56	.26	.91
Interaction of Career Satisfaction and Most Important Reason for Working	8	1808.42	1.57	.15
Career/Family Percentage	4	535.58	.93	.45
Total	31	4502.10	1.01	.47

*p < .05

Table B

Analysis of Variance on Inner Directed Support and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Date of Receipt of Degree	4	443.67	.97	.42
Career Satisfaction	4	134.38	.29	.88
Interaction of Date of Receipt of Degree and Career Satisfaction	7	1132.52	1.42	.21
Most Important Reason for Working	4	998.72	2.19	.08
Interaction of Career Satisfaction and Most Important Reason for Working	8	851.94	.93	.49
Career/Family Percentage	4	585.11	1.28	.28
Total	31	4146.33	1.17	.29

*$p < .05$

Table C

Analysis of Variance on Time Competence
and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Date of Receipt of Degree	4	11.72	.41	.80
Career Satisfaction	4	16.35	.57	.69
Interaction of Date of Receipt of Degree and Career Satisfaction	7	76.07	1.51	.17
Most Important Reason for Working	4	58.98	2.05	.10
Interaction of Career Satisfaction and Most Important Reason for Working	8	90.98	1.58	.15
Career/Family Percentage	4	16.04	.56	.69
Total	31	270.15	1.21	.25

*$p < .05$

Table D

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Relationship Between Receipt of Degree and Date of Marriage	4	1246.90	2.79	*.03
Career Satisfaction	4	1124.75	2.51	*.05
Interaction Between "Relationship Between Receipt of Degree and Date of Marriage" and Career Satisfaction	10	2171.51	1.94	.06
Most Important Reason for Working	4	147.58	.33	.85
Interaction of Career Satisfaction and Most Important Reason for Working	8	1808.42	2.02	.06
Career/Family Percentage	4	535.58	1.20	.32
Total	34	7034.73	1.85	*.01

*p <.05

Table E

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Marital Status	2	498.96	1.85	.16
Career/Family Percentage	4	535.58	.99	.42
Interaction of Marital Status and Career/Family Percentage	2	979.64	3.63	*.03
Total	8	2014.18	1.86	.07

*p < .05

Table F

Analysis of Variance on Inner Directed Support
and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Marital Status	2	545.29	2.31	.10
Career/Family Percentage	4	585.11	1.24	.30
Interaction of Marital Status and Career/Family Percentage	2	39.71	.17	.84
Total	8	1170.11	1.24	.28

*p < .05

Table G

Analysis of Variance on Time Competence and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Marital Status	2	14.91	.94	.39
Career/Family Percentage	4	16.04	.50	.73
Interaction of Marital Status and Career/Family Percentage	2	2.93	.18	.83
Total	8	33.89	.53	.83

*p < .05

Table H

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Birthdate	7	1455.15	1.67	.13
Career Satisfaction	4	1124.75	2.26	.07
Interaction Between Birthdate and Career Satisfaction	11	1649.75	1.21	.30
Most Important Reason for Working	4	147.56	.30	.87
Interaction Between Career Satisfaction and Most Important Reason for Working	8	1808.42	1.82	.09
Career/Family Percentage	4	535.58	1.08	.37
Total	38	6721.21	1.42	.11

*$p < .05$

Table I

Analysis of Variance on Inner Directed Support and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Birthdate	7	799.14	1.13	.36
Career Satisfaction	4	134.38	.33	.86
Interaction Between Birthdate and Career Satisfaction	11	2334.34	2.09	*.03
Most Important Reason for Working	4	998.72	2.46	*.05
Interaction Between Career Satisfaction and Most Important Reason for Working	8	851.94	1.05	.41
Career/Family Percentage	4	585.11	1.44	.23
Total	38	5703.63	1.48	.09

*$p < .05$

Table J

Analysis of Variance on Time Competence and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Birthdate	7	14.25	.25	.97
Career Satisfaction	4	16.35	.49	.74
Interaction Between Birthdate and Career Satisfaction	11	58.09	.64	.79
Most Important Reason for Working	4	58.98	1.78	.14
Interaction Between Career Satisfaction and Most Important Reason for Working	8	90.98	1.37	.23
Career/Family Percentage	4	16.04	.48	.75
Total	38	254.70	.81	.75

*p < .05

Table K

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Number of Children	4	881.58	1.87	.13
Career Satisfaction	4	1124.76	2.39	.06
Interaction of Number of Children and Career Satisfaction	11	2277.99	1.76	.08
Most Important Reason for Working	4	147.56	0.31	.87
Interaction of Career Satisfaction and Most Important Reason for Working	8	1808.42	1.92	.07
Career/Family Percentage	4	535.58	1.14	.35
Total	35	6775.88	1.64	*.04

*$p < .05$

Table L

Analysis of Variance on Inner Directed Support and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Number of Children	4	731.06	2.02	.10
Career Satisfaction	4	134.38	0.37	.82
Interaction of Number of Children and Career Satisfaction	11	2788.80	2.80	*.01
Most Important Reason for Working	4	998.72	2.75	*.04
Interaction of Career Satisfaction and Most Important Reason for Working	8	851.94	1.17	.32
Career/Family Percentage	4	585.11	1.61	.18
Total	35	6090.01	1.92	*.01

*p < .05

Table M

Analysis of Variance on Time Competence and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Number of Children	4	22.96	.82	.52
Career Satisfaction	4	16.35	.58	.67
Interaction of Number of Children and Career Satisfaction	11	104.46	1.35	.21
Most Important Reason for Working	4	58.99	2.10	.09
Interaction of Career Satisfaction and Most Important Reason for Working	8	90.98	1.62	.13
Career/Family Percentage	4	16.04	.57	.68
Total	35	309.79	1.26	.21

*$p < .05$

Table N

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Length of Time Between Marriages	2	175.78	.61	.55
Career/Family Percentage	4	535.58	.95	.45
Interaction Between Length of Time Between Marriages and Career/Family Percentage	3	567.42	1.31	.28
Total	9	1278.78	.98	.46

*p < .05

Table 0

Analysis of Variance on Inner Directed Support and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Length of Time Between Marriages	2	257.99	1.06	.35
Career/Family Percentage	4	585.11	1.21	.31
Interaction Between Length of Time Between Marriages and Career/Family Percentage	3	143.19	.39	.76
Total	9	986.29	.90	.53

*p < .05

Table P

Analysis of Variance on Time Competence and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Length of Time Between Marriages	2	4.11	.25	.78
Career/Family Percentage	4	16.04	.49	.74
Interaction Between Length of Time Between Marriages and Career/Family Percentage	3	1.90	.08	.97
Total	9	22.06	.30	.97

*p < .05

Table Q

Analysis of Variance on Dyadic Adjustment and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Most Important Reason for Working	4	147.56	.29	.88
Career/Family Percentage	4	535.58	1.05	.39
Interaction Between Most Important Reason for Working and Career/Family Percentage	6	1207.37	1.58	.16
Career Stage	3	1951.05	5.10	*.00
Total	17	3841.56	1.77	*.05

*$p < .05$

Table R

Analysis of Variance on Inner Directed Support and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Most Important Reason for Working	4	998.72	2.16	.08
Career/Family Percentage	4	585.11	1.26	.29
Interaction Between Most Important Reason for Working and Career/Family Percentage	5	347.07	.50	.81
Career Stage	3	475.69	1.37	.26
Total	17	2406.59	1.22	.27

*p < .05

Table S

Analysis of Variance on Time Competence
and Selected Demographic Variables

Question	Degrees of Freedom	ANOVA Sums of Squares	F Value	p
Most Important Reason for Working	4	58.98	1.98	.10
Career/Family Percentage	4	16.04	.54	.71
Interaction Between Most Important Reason for Working and Career/Family Percentage	6	49.56	1.11	.36
Career Stage	3	25.07	1.12	.34
Total	17	149.65	1.18	.30

*p < .05

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BIOGRAPHICAL SKETCH

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I certify that I have read this study and that in my opinion it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as a dissertation for the degree of Doctor of Philosophy.

E. L. Tolbert, Chairman
Professor of Counselor Education

I certify that I have read this study and that in my opinion it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as a dissertation for the degree of Doctor of Philosophy.

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I certify that I have read this study and that in my opinion it conforms to acceptable standards of scholarly presentation and is fully adequate, in scope and quality, as a dissertation for the degree of Doctor of Philosophy.

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This dissertation was submitted to the Graduate Faculty of the Department of Counselor Education in the College of Education and to the Graduate Council, and was accepted as partial fulfillment of the requirements for the degree of Doctor of Philosophy.

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